

<b>AMENDMENT OF SOLICITATION / MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE		PAGE OF PAGES <b>1</b>   <b>2</b>	
Initials & Control Number: <b>WTO/035873</b>							
2. AMENDMENT/MODIFICATION NO. <b>N66604-03-R-5873-0005</b>		3. EFFECTIVE DATE <b>2003 DEC 05</b>		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)	
6. ISSUED BY CODE <b>N66604</b>		7. ADMINISTERED BY (If other than Item 6) CODE		Commercial Acquisition Department, Building 11 Naval Undersea Warfare Center Division, Newport Code 591 Simonpietri Drive Newport, RI 02841-1708			
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		(X) <input checked="" type="checkbox"/> 9A. AMENDMENT OF SOLICITATION NO. <b>N66604-03-R-5873</b> 9B. DATED (SEE ITEM 11) <b>22 AUG 03</b> 10A. MODIFICATION OF CONTRACT/ORDER NO.  10B. DATED (SEE ITEM 13)					
CODE		FACILITY CODE					
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of offers <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning <b>3</b> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. <b>FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER.</b> If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
(X) A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A. B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b). C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not <input type="checkbox"/> is required to sign this document and return 3 copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)							
<p><b>The purpose of this amendment is to respond to vendors' questions and comments regarding the draft solicitation as well as to provide revisions to contract clauses previously issued and to provide additional clauses, attachments and information.</b></p> <p><b><u>NOTE: Please provide a lead point of contact, including e mail and phone number, on all visit requests.</u></b></p> <p><b>Responses to vendor questions and comment are hereby provided as Attachment 21 to this solicitation.</b></p> <p style="text-align: center;"><b>- CONTINUED NEXT PAGE -</b></p>							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
POINT OF CONTACT: <b>Tel: 401-832-1640 Fax: 401-832-4820 E-mail: oliverwt @npt.nuwc.navy.mil</b>							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
BY _____ (Signature of person authorized to sign)				BY _____ (Signature of Contracting Officer)			

The following previously-issued clauses are hereby deleted /revised:

**Deleted**

**L 100X, Phased Source Selection**

**Revised**

**B 18X, Supplies, Services and Prices**

**H100X Advanced Cost Agreement (renumbered from L100X to H100X)**

**L 15, Required Capital Assets and Inventory Acquisitions**

**L34X, Technical Proposals**

**L 40X, Cost Proposals**

**L 99X, Alternate Proposals**

**M 32X, Evaluation Factors for Award**

**Attachment 12, Award Term Plan**

The following clauses/Attachments and Site Visit Information are hereby added:

**B 52X, Payment of Incentive Fee**

**F 30, Place of Performance**

**L 35X Oral Reviews**

**L 41X, Indigenous Wage and Fringe Benefit Information**

**L41X.a Bahamian Salary Structure**

**L41X.b Bahamian Wage Adjustment**

**Section I Clauses**

**Attachment 21, Q&A**

**Attachment 23, Agreement to Purchase (sample)**

**Site Visit Information**

**Site Visit Schedule**

As a result of further investigation, a decision has been reached that the Service Contract Act must be applied to this solicitation. Accordingly, clauses H83, I22-42, Standard Form 98a, and DOL Wage Determinations as applicable to the current contact are provided for informational purposes:

**H 83 Service Contract Act Wage Determination**

**I 22-42 Statement of Equivalent Rates for Federal Hires (FAR 52.222-42)**

**Attachment 22, SF98a Notice of Intent to make a Service Contract Act and Response to Notice**

**Department Of labor Wage Determination No. 94-2088**

**Department Of labor Wage Determination No. 94-2116**

**Department Of labor Wage Determination No. 94-2544**

**Department Of labor Wage Determination No. 94-2112**

**Department Of labor Wage Determination No. 94-2118**

**Department Of labor Wage Determination No. 77-1136**

**SECTION B****SUPPLIES OR SERVICES AND PRICES/COSTS****BX18 SUPPLIES/SERVICES AND PRICES – CPIF/CPAF WITH AWARD-TERM PROVISIONS**

(a) This is a cost reimbursement contract with cost plus incentive fee and cost plus award fee provisions.

(b) The Contractor shall, in accordance with the terms of this contract, perform work in Section C and within the parameters of the Statement of Work.

(c) For work performed hereunder, the Contractor shall be reimbursed in accordance with the provisions of the clauses herein entitled, Allowable Cost and Payment (FAR 52.216-7), and Payment of Award Fee (B51X), and payment of Incentive Fee (B52X).

(d) This contract consists of a three- (3) year base period followed by four 3-year Award Terms. The base period may include an option for additional services. Depending on performance awards, the total performance period for this contract could be fifteen (15) years.

The Contractor shall perform the work specified below and.

<u>ITEM</u>	<u>DESCRIPTION</u>	<u>QTY</u>	<u>UNIT</u>	<u>AMOUNT</u>
0001	Services, per the Statement of Work (SOW),	1	JO	
Base	Attachment #2 excluding chapter 2.3A (Option work), from contract effective date to 36 months after the contract effective date. Refer to Attachment 8, Award Fee Plan	Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0002	Services, per the Statement of Work (SOW),	1	JO	
Option	Attachment #2 including chapter 2.3A, from contract effective date to 36 months after the contract effective date. Refer to Attachment 8, Award Fee Plan	Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0003	Food and material in accordance with	1	LO	\$43,390,000
Base	Description/Specification Section C4	NO FEE IS APPLICABLE TO THIS LINE ITEM		
0004	Food and material in accordance with	1	LO	\$44,581,000
Option	Description/Specification Section C4	NO FEE IS APPLICABLE TO THIS LINE ITEM		
0005	DATA per Exhibit "A", Contract Data Requirements List (CDRL), DD Form 1423, and information required by the Statement of work, Attachment 2.	1	LO	Not Separately Priced

0006 Base	<u>First Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, 2 excluding chapter 2.3A (Option work), from 36 months after the contract effective date for 36 months thereafter.	1	JO	
		Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0007 Option	<u>First Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, 2 excluding chapter 2.3A (Option work), from 36 months after the contract effective date for 36 months thereafter.	1	JO	
		Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0008 Base	<u>First Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$46,045,000
		NO FEE IS APPLICABLE TO THIS LINE ITEM		
0009 Option	<u>First Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$47,310,000
		NO FEE IS APPLICABLE TO THIS LINE ITEM		
0010 Base	<u>Second Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, excluding chapter 2.3A (Option work), from 72 months after the contract effective date for 36 months thereafter.	1	JO	
		Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0011 Option	<u>Second Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, including chapter 2.3A (Option work), from 72 months after the contract effective date for 36 months thereafter.	1	JO	
		Target Cost:	\$	*
		Target Incentive Fee:	\$	**
		Maximum Incentive Fee:	\$	***
		Maximum Award Fee:	\$	****
		Total CPAF/CPIF:	\$	*
		(target cost plus maximum award and incentive fees)		
0012 Base	<u>Second Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$48,893,000
		NO FEE IS APPLICABLE TO THIS LINE ITEM		



0013	<u>Second Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$50,206,000	NO FEE IS APPLICABLE TO THIS LINE ITEM
Option					
0014	<u>Third Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, including chapter 2.3A (Option work),from 108 months after the contract effective date for 36 months thereafter.	1	JO		
Base					
		Target Cost:	\$	*	
		Target Incentive Fee:	\$	**	
		Maximum Incentive Fee:	\$	***	
		Maximum Award Fee:	\$	****	
		Total CPAF/CPIF:	\$	*	
		(target cost plus maximum award and incentive fees)			
0015	<u>Third Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, including chapter 2.3A (Option work),from 108 months after the contract effective date for 36 months thereafter.	1	JO		
Option					
		Target Cost:	\$	*	
		Target Incentive Fee:	\$	**	
		Maximum Incentive Fee:	\$	***	
		Maximum Award Fee:	\$	****	
		Total CPAF/CPIF:	\$	*	
		(target cost plus maximum award and incentive fees)			
0016	<u>Third Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$51,858,000	NO FEE IS APPLICABLE TO THIS LINE ITEM
Base					
0017	<u>Third Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$53,278,000	NO FEE IS APPLICABLE TO THIS LINE ITEM
Option					
0018	<u>Fourth Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, excluding chapter 2.3A (Option work),from 144 months after the contract effective date for 36 months thereafter.	1	JO		
Base					
		Target Cost:	\$	*	
		Target Incentive Fee:	\$	**	
		Maximum Incentive Fee:	\$	***	
		Maximum Award Fee:	\$	****	
		Total CPAF/CPIF:	\$	*	
		(target cost plus maximum award and incentive fees)			
0019	<u>Fourth Award Term:</u> Services per the Statement of Work (SOW), Attachment #2, including chapter 2.3A (Option work),from 144 months after the contract effective date for 36 months thereafter.	1	JO		
Option					
		Target Cost:	\$	*	
		Target Incentive Fee:	\$	**	
		Maximum Incentive Fee:	\$	***	
		Maximum Award Fee:	\$	****	
		Total CPAF/CPIF:	\$	*	
		(target cost plus maximum award and incentive fees)			

0020	<u>Fourth Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$55,028,000
Base				NO FEE IS APPLICABLE TO THIS LINE ITEM
0021	<u>Fourth Award Term:</u> Food and material in accordance with Description/Specification Section C4	1	LO	\$56,539,000
Option				NO FEE IS APPLICABLE TO THIS LINE ITEM

\* Offeror shall insert amounts.

\*\* The Target Fee shall be 2.5% of the Target Cost exclusive of Facilities Capital Cost of Money

\*\*\*The incentive fee shall not exceed 3.5% of the Target Cost exclusive of Facilities Capital Cost of Money

\*\*\*\* For the purposes of determining the amount upon which the award fee is to be calculated, offerors are required to add 50% of the material costs cited in Clause L40 (Cost Proposal) to their Target Costs for each respective three year period. This provision applies to both base and option line items. Please refer to the Award Fee Plan for additional detail. The award fee shall not exceed 5.5% of the Target Cost exclusive of Facilities Capital Cost of Money. Payment of the Award Fee shall be in accordance with B51X and G200.

#### **B51X PAYMENT OF AWARD FEE**

The maximum available award fee is hereby established at \$ \_\_\_\_\*\_\_\_\_ Determination of the actual award fee, if any, earned by the contractor and payment thereof shall be made in accordance with the Award Fee Plan, Attachment #8 hereto.

\*To be filled in at time of award.

## **H100X ADVANCE COST AGREEMENT**

The following paragraphs establish predetermined reasonableness thresholds or require advance approval of the Contracting Officer for reimbursement of certain costs:

(a) Travel. Reimbursement for employee travel shall not exceed the amounts provided by the Department of Defense Joint Travel Regulation. (See FAR Part 31)

(b) Closeout Liability: costs incurred by the Contractor as authorized by the Contracting Officer in closing out this contract during any Phase-In and after its completion. Such costs may include cost of making necessary inventory of Government property and such other reasonable and necessary costs as would be allowable under the clause entitled "Termination (Cost-Reimbursement) (SEP 1996)," if the contract were terminated by the Government for its convenience, subject to allotment of funds pursuant to the clause entitled "Limitation of Funds (APR 1984)."

(c) Accrued Personnel Liabilities. Cost of discharging liabilities and obligations for vacation pay, sick leave pay, occupational disability pay, severance allowance pay, relocation, and other employee fringe benefits accrued during this and previous contracts between the Contractor and the Government at AUTECH, are subject to allotment of funds pursuant to the clause entitled "Limitation of Funds (APR 1984)." The cost of discharging liabilities and obligations to employees on sick leave or occupational disability at the time of the termination or completion of the contract is allowable.

(1) For those employees transferring to a succeeding contractor on a follow-on contract, the following shall be transferred to the succeeding contractor as agreed between the Government and the succeeding contractor:

a. The earned and unused sick leave accrued for each employee in accordance with the Contractor's Government-approved sick leave policy, and

b. At the employee's option, the earned and unused vacation time accrued for each employee in accordance with the Contractor's Government-approved vacation policy, but not to exceed the maximum accrual (carryover limit) permitted by the Contractor's current vacation policy.

(2) For the purpose of determining the allowable costs under this contract for severance allowance, upon completion or termination of this contract, all employees entitled to severance allowance in accordance with FAR 31.205-6(g) and as set forth in the Contractor's written severance policy shall be paid the severance allowance on termination of employment through the date of termination, subject to the following and subject to allotment of funds pursuant to the clause entitled "Limitation of Funds (APR 1984)":

a. For those employees who transfer to a succeeding contractor on a follow-on contract, the time accrued (as opposed to severance pay dollars accrued) shall be transferred into the succeeding contractor's severance pay plan, if any. No severance pay will be allowable for any employee who accepts employment with a succeeding contractor within one year after completion of this contract.

b. For an employee who does not accept employment with the succeeding contractor as evidenced by a written agreement described below, such employee's allowance shall be reimbursable under this contract in accordance with FAR 31.205-6(g) and as may be set forth in the Contractor's written severance policy for the severance pay allowable, earned, and accrued during the period of this contract.

1. The written agreement of the employee will certify that he has not accepted employment or entered into an agreement to accept employment with a succeeding contractor under a follow-on contract in a position requiring the same, similar, or greater responsibility or skill.

2. The written agreement of the employee will include his certification that if he does accept employment with the succeeding contractor within one year he will reimburse the Government through the succeeding contractor the full amount of severance pay earned and accrued during the term of this contract.

3. The written agreement of the employee will indicate an understanding that if he has accepted payment for severance and within one year accepts employment with the succeeding contractor and reimburses the Government for the full amount of such severance pay, he shall be credited by the succeeding contractor with a period of time for severance pay as agreed upon between the Government and the succeeding Contractor.

c. Wage Employees. Wage employees who transferred from their predecessor employer shall have their length of service for early retirement benefits determined from their "most recent date of hire" and severance pay benefits determined from most recent recall date less time spent in leave of absence in excess of thirty days (other than military leave) with their predecessor employer, whichever is later. In no event will the cost of severance pay and early retirement supplement for the same period of service by an employee be an allowable cost under this contract.

d. Exempt and Non-Exempt Salaried Employees. For exempt and non-exempt salaried employees who have transferred all of their earned severance benefits/credits to the successor employer, their length of service shall be determined by their last date of hire, less time spent in leave of absence in excess of thirty days (other than military leave), with their predecessor employer for the purpose of determining early retirement supplement benefits and severance pay allowance. Early retirement benefits and severance pay benefits may continue to be transferred to a successor employer. For employees who accept severance pay in lieu of transfer of benefits/credits, their length of service shall be from last date of hire, less time spent in leave of absence in excess of

thirty days (other than military leave) with their predecessor employer. In no event will the cost of severance pay and early retirement supplement for the same period of service by an employee be an allowable cost under this contract.

(d) Fines and Penalties. The Contractor shall notify the Contracting Officer in writing if a citation is received for which reimbursement may be claimed under FAR 31.205-15.

(e) Facilities Capital Cost of Money. If the Contractor's offer included Facilities Capital Cost of Money, the Government will deduct the amount included from the maximum award fee amount. Reference DFARS 215.404-74.

(f) Miscellaneous Receipts. Miscellaneous funds received by the Contractor from such sources as authorized salvage sales, will be handled as directed by the Contracting Officer. The Contractor shall notify the Contracting Officer of the amount of such miscellaneous receipts within 15 days of receipt. This provision is not intended to limit the sources of refunds or credits contemplated by FAR 31.201-5.

(g) General & Administrative (G&A) Cost Ceiling. G&A costs exceeding the following percentage of the cost of the contract, excluding G&A, shall not be allowable under this contract. Note: The Contractor shall include a provision similar to this Special Contract Requirement L100X (g) in each subcontract providing continuing services at AUTECH. A G&A Cost Ceiling includes any home office cost allocated as residual cost, any home office cost allocated as separately allocable cost and any home office cost allocated as bid and proposal cost.

<u>Fiscal Year</u>	<u>Ceiling</u>
2005	_____%
2006	_____%
2007	_____%
2008	_____%
2009	_____%
2010	_____%
2011	_____%
2012	_____%
2013	_____%
2014	_____%
2015	_____%
2016	_____%
2017	_____%
2018	_____%
2019	_____%

## **L-15 REQUIRED CAPITAL ASSETS AND INVENTORY ACQUISITIONS**

Acquisition of certain capital assets, owned by the incumbent AUTC Contractor, is a requirement of this solicitation if the incumbent is unsuccessful in retaining the contract. In this event, upon award of this contract, the awardee, if not the incumbent, must complete purchases of the following items from the incumbent during the transition phase of the contract:

<b>FIXED-WING AIRCRAFT (2 EA)</b>	<b>EST. PURCHASE PRICE</b>
Beechcraft 1900D, S/N UE12	\$2,704,765
Beechcraft 1900D, S/N UE27	\$2,710,390

<b>ROTARY-WING AIRCRAFT (2 EA)</b>	<b>EST. PURCHASE PRICE</b>
Sikorsky S-61N, S/N 61-470	\$940,433
Sikorsky S-61N, S/N 61-767	\$930,781

<b>AIR OPERATIONS FACILITY</b>	<b>EST. PURCHASE PRICE</b>
Terminal/Hanger, PBIA	\$454,929

The estimated purchase price for these assets represents the anticipated un-depreciated value of each as of 31 March 2005. For the purposes of this solicitation, the assumed purchase date of the assets will be 31 March 2005. Offeror must execute the Capital Asset Agreement to Purchase document (refer to Attachment TBD of this solicitation). Depreciation must be proposed on a straight-line basis.

In addition to the foregoing, purchase of the Retail System inventory is also a requirement of this solicitation. Upon award of this contract, the awardee, if not the incumbent, must purchase the Retail System inventory from the incumbent during the transition phase of the contract. The estimated inventory value is \$500,000.

Offerors must submit evidence of financial capacity, in the form of an unencumbered line of credit or letter of credit, in support of the required commitment to acquire the above cited capital assets and Retail System inventory.

## **L34X TECHNICAL PROPOSAL - COMPLEX ITEM (AUG 2001)**

**Organization.** The technical proposal shall include information and documentation in sufficient detail to clearly identify the offer's overall qualifications, divided in the following sections, in the order listed.

- ◆ Management Approach
- ◆ Technical Approach
- ◆ Personnel
- ◆ Past Performance

**I. Management Approach:** This sub-factor addresses your comprehensive management approach to accomplish the Government's objectives and requirements identified in the Statement of Objectives (SOO) and Performance Work Statement (PWS). Specifically, address the rationale for your approach and any aspect(s) of your approach that you believe enhances overall management efficiency and effectiveness including cost control features.

**(A)** Describe your proposed organization sufficiently to enable the evaluators to understand the structure, staffing, and key aspects of your management methodology. Your proposed organization structure and staffing levels should demonstrate your understanding of the requirements of the Performance Work Statement, the challenges set forth by the Statement of Objectives, and your commitment to deliver on your improvement initiatives. It should comply with sound organizational management principles, permit effective interfaces with other organizations, and demonstrate cost control features whenever practicable. Describe your methodology to recruit, retain, and train personnel. (Note that transition /phase-in recruiting should be addressed in paragraph (E) below and not in this section). The proposed staffing must be consistent with the staffing addressed in the Cost volume.

(1). Briefly and precisely describe your proposed organization explaining its relationship to the rest of your company and any joint venture partners and how it will interface with subcontractors and the Government's teaming requirements. Emphasize features of your proposed organization that will result in enhanced performance or reduced cost. Discuss your policy on delegation of authority and explain how you will provide flexibility to meet changing workloads (both increased and decreased workloads) and quick-response requirements. Be specific regarding how you will use regular, temporary, subcontract, corporate, etc, employees; or other sources and any implications, including the use of overtime or compensatory time, resulting from various response scenarios

(2). Provide your proposed organizational chart including major subcontractors. Include an organizational chart(s) showing the staffing level assigned to each unit. Give a general description only of the skills mix in each unit. A detailed breakout of specific skills is not required in this volume. Identify the Performance Work Statement functions to be performed by each unit. Detail should be sufficient to allow the

Government to evaluate the suitability of the organization to perform the work required by the Performance Work Statement. Your use of innovative structures, which promote productivity, efficiency, effectiveness, and cost control, is encouraged. If your organizational structure will change over time, give a general description of the changes. Detailed organizational charts reflecting the changes are not required.

(3) Describe your approach for managing subcontracted efforts.

**NOTE:** Nothing in these instructions or the Performance Work Statement is intended to dictate your organizational structure.

**(B)** Describe your draft plan for evaluating your monthly performance in meeting the expectations in the performance requirements summary table at the end of each chapter of the SOW. Specifically identify the key performance data you will collect, how you will collect, analyze, and utilize it in your self-assessment. Your proposed performance measures will be used during source selection to help the Government evaluate your understanding of the requirements. The Government will provide comments that may require plan elements be modified prior to award.

**(C)** The Government is committed to maintaining an excellent relationship with its host country, The Commonwealth of the Bahamas, at every level of interaction. To assist in meeting that objective -

(1) Describe your approach to management of the indigenous workforce.

(2) Describe your approach to maintaining indigenous labor at the staffing and compensation levels existent at the end of the current contract's period of performance.

(3) Describe your approach, within all applicable laws, regulations, and customs, to developing and maintaining effective ties to the Bahamian community.

**(D)** Innovations and Efficiencies: Address your initiatives to significantly reduce and aggressively control the cost of AUTECH test and support operations /services and to achieve other qualitative improvements while maintaining technical excellence within manageable levels of risk. Initiatives are not confined to a particular area and may address any aspect of the AUTECH operation. It is permissible to describe initiatives introduced in this area in other section discussions. A general description and discussion of benefits will be appropriate with the more detailed description and assessment reserved for this part of your proposal. Additionally, initiatives described in this area will not be eligible for consideration under the Value Engineering clause:

(1) Clearly and succinctly describe the improvement initiatives you propose to take during the contract that will result in cost savings or



qualitative improvements (e.g., enhanced customer-focus; heightened work performance accuracy, thoroughness, timeliness, reliability; increased customer value). Be very specific about the nature, level and timing of expected results. Initiatives must be accompanied by sound risk reduction and include substantiation of the proposed approach(s). The substantiation may be based on relevant past experience implementing the same or similar initiatives being proposed or an analysis with sufficient detail to assess the credibility of the proposed approach(s). Suggestions to arbitrarily eliminate or reduce test or technical capabilities (e.g. close test facilities or reduce test operating envelopes) are not considered improvement initiatives and will not be evaluated. Initiatives requiring a lengthy approval process to determine acceptability may also not be evaluated. Initiative descriptions must include the following:

- (a). A baseline, justification, and trade-off analysis.
- (b). A profile of expected savings/benefits expressed in terms of labor full time equivalents (FTEs), labor dollars, material dollars, and utility dollars. (Note: an FTE is computed as the total direct and overtime labor hours divided by the number of labor hours in your direct work-year). Describe the qualitative benefits as well as the cost benefits (if applicable) for all initiatives.
- (c). Investment requirements and a return on investment analysis (state whether investment cost as well as savings are reflected in your cost proposal).
- (d). An implementation plan with time-phased schedule. Include a thorough assessment of applicable/enabling laws and directives and discussion of required waivers/approvals.
- (e). A discussion of the concept, benefits, implementation process, and enabling mechanisms if your initiatives involve cost and/or resource sharing, property transfers, or leases, etc. (Identify any liabilities created for the Government.)
- (f). Probability of accomplishment and risk assessment.
- (g). A composite summary and timeline of initiative results.
- (h). The process you would use to measure, validate, and document results. Include a discussion and description of applicable performance measures and performance goals. Describe how you will integrate your process and align these measures to those described in Section 1(d).

**(E) Transition/Phase-In :** Address your approach to transition /phase-in resources and personnel onto this contract and to ensure full continuity of test and mission support on 1 April 2005.

(1) Describe your plans for assuming responsibility for the work on 1 April 2005. Discuss the phase-in period of 1 January 2005 through 31 March 2005. Show key milestones and explain how you will use the phase-in period to mobilize, train, and otherwise prepare to assume full operational responsibility on 1 April 2005. Describe your plans to integrate and transfer the tasks (workload) from the predecessor contractor. Description should include the identification of risks and risk abatement plans to minimize disruption during the transition period and maintain schedule and costs. Include at least the following information:

- (a). The person responsible for phase-in. Include resume if not already provided in Key Personnel.
- (b). Phase-in team organizational chart with brief functional statement and staffing for each unit.
- (c). Recruiting plan. Specifically address your plans for hiring a work force (US and Bahamian) and contingency plans in case you cannot hire all the required skills.
- (d). Discuss your plans for interfacing with the incumbent contractor during phase-in.
- (e). Discuss your plans for assuming accountability for Government-furnished property (GFP).

**II Technical Approach:** This sub-factor addresses your comprehensive technical approach to accomplish the Government's objectives and requirements identified in the Statement of Objectives (SOO) and Performance Work Statement (PWS). Specifically, address the rationale for your approach and any aspect(s) of your approach that you believe enhances overall efficiency and effectiveness including cost control features.

**(A) Technical Approach to Business Operations and Information Technology**

1. Address your approach to Business Operations. Specifically address tasks such as Internal/External Communications and Publications (including use of the Internet/Intranet), Configuration Management, Technical Library, Digital Imaging, Workforce Training, Administrative, Secretarial, U.S. Navy Post Office, Command Religious Program, and Travel Coordination.

2. Address your approach to providing information technology and associated services. AUTECH is looking to critically examine all information technology processes, practices, and procedures and develop a synergistic approach to meeting information technology requirements. Our objective is to leverage information technology strategies that increase efficiency and cost effectiveness throughout AUTECH. Proposals should be in sufficient detail to clearly demonstrate your understanding of tactical and strategic planning by key product and service.

(1) Describe your approach to maintaining an information technology infrastructure able to cope with a rapidly changing technology environment.

(2) Describe your capability and approach to managing complex industrial computing networks, and provide evidence of understanding of the unique requirements involved in managing AUTECH's networks.

(3) The offeror may propose using the existing Government-owned IT hardware and software systems as described in PWS, as GFP. The offeror may propose contractor-furnished property (CFP). In any case, thoroughly address the following:

(a) Explain where the systems will be hosted. Explain connectivity, protection of data and systems as specified in PWS, and how you are going to assure availability of the data.

(b) If any requirements of PWS are to be met by using new systems you will furnish, thoroughly address the following:

(i) Provide evidence of the systems' ability to satisfy AUTECH requirements and its successful use in other implementations.

(ii) Provide a transition approach, explaining if and/or how data and requirements will be migrated from current systems and whether the current systems will be maintained or shut down. Provide a transition timeline defining key activities and events.

(4). Explain how AUTECH data and requirements will be transitioned at the end of the contract to ensure continuity of operations.

## (B) Test Operations

Range data is the ultimate product delivered to an AUTECH Range User. A Range User Customer engages AUTECH with the intent to acquire data, information, and knowledge to aid them in the development, performance definition, or qualification of a test article or to validate completion of development milestones. In addition to

data products for RDT&E and Fleet Training/Assessment, AUTECH's success is measured by its ability to meet Range User test requirements. Our objective is to leverage test operation strategies that increase efficiency and cost effectiveness for the Range User and for the Government. Proposals should be in sufficient detail to clearly demonstrate your understanding of tactical and strategic planning by key product and service.

(1) Test planning and scheduling is the entry process of Range User's access to AUTECH's range resources. Describe the process you would use to coordinate the requirements of test operations, maintenance of range test instrumentation systems, critical operations, and AUTECH investment efforts.

- a. Specifically, explain how you will accommodate the dynamics of fluctuating test requirements and/or high tempo, full capacity testing while providing time to perform infrastructure maintenance and investment efforts.
- b. The Government has primary responsibility for the programmatic interface with AUTECH's Range Users and is responsible for solicitation and response to formal customer feedback. The contractor provides customer service as defined in the PWS. Describe your customer relations/customer service approach as it relates to the technical interface with Range Users and the conduct of individual test projects. Specifically address how you would identify Range User's needs and interests; how would you manage customer expectations; and how you would use customer feedback to constructively improve customer service, and measure progress.

(2) Test Conduct is the process of transferring the requirements of Test Plans into the action of coordinating Range User vessel and aircraft movements, rendezvous and range logistic support, and resolution of emergent situations, while monitoring and controlling range operations from the Real Time Display Centers. The end product is often data or a range service. Address your approach/methodology to range testing and how it will apply at AUTECH.

- a. Specifically address aspects of your testing methodology that you believe enhance the overall test process and results in delivery of high quality data products and range services.
- b. Describe an approach(s) and operational alternatives that would allow AUTECH to offer Range Users "choices" affecting cost, schedule, or performance (eg, time of day, schedule of services, simulations, etc.).

(3) Range Test Systems provide the raw TSPI tracking system and other instrumentation data for the monitoring/control of tests and for the end product delivered to the Range User's.

- a. Describe how you will ensure AUTECH's testing and range support infrastructure will be available when needed, and operate safely and reliably while adhering to security and environmental constraints.

- b. Explain your maintenance approach to ensure requirements are met.
- c. The repair, improvement, modernization, and acquisition of replacement or new range instrumentation systems are defined as “Investments”. Describe your approach for identifying, prioritizing, and accomplishing investments.

(4) A wide variety of AUTECH mission support functions and services is vital to the successful conduct of testing. These capabilities and services include Underwater Targets, Exercise Weapons/Ordnance, Launch/Recovery, Acoustic Tracking Equipment, Technical Laboratory/Services, Test, Measurement, and Diagnostic Equipment, and Diving service. Describe your approach for providing these support functions and services.

(C) Base Operations spans the full spectrum of infrastructure normally associated with a small city. Optimizing the operations, maintenance, and investments of this infrastructure while providing efficient and effective mission support services is critical to the successful accomplishment of the AUTECH mission. Proposals, as a general rule, should be in sufficient detail to clearly demonstrate your understanding of tactical and strategic planning by key product and service.

- a) Maintenance on the AUTECH project spans shipyard overhauls to trailer maintenance. Describe your approach(s) to maintenance across the project. Describe your maintenance planning methodology showing how it addresses infrastructure and equipment issues. Show how your approach ties together the broad spectrum of base requirements.
- b) AUTECH modernizes its facility infrastructure through major repair and new construction to assure that current and future quality of life and customer capabilities needs are met. Describe your approach to major repair and new construction.
- c) Base operations assets and services support infrastructure projects (i.e. unloading the barge or working with the Seabees) and customer mission requirements (i.e. air lift weapon recover, vessel target launch). Describe your approach to scheduling base assets and services integrating the planning described in (a) to assure they will be available when needed and operate safely and reliably.
- d) Describe your approach/methodology to logistics. Specifically address aspects that you believe enhance the efficiency and effectiveness of the overall logistics process and result in rapid acquisition, high quality material delivery, and minimum inventory value. Describe your process for property control.
- e) All emergency services on Andros Island are provided by the Contractor. Explain your approach to being the emergency service provider for

AUTEC. Specifically address a few scenarios including major facility fire, helicopter crash, generator fire in the power plant, and a hurricane.

- f) Environmental and Safety (E&S) are key aspect of the day to day operation at AUTEC. Both of these functions operate in accordance with well documented policy. Specifically describe how you will provide a comprehensive compliance program. Provide executive summaries of your understanding of E&S policy requirements. Explain how your program will work in conjunction with Government auditing activities.
- g) Physical security is a two-level function on the Base. The resident military contingent provides anti-terrorism force protection and the local Master at Arms. The contractor provides those aspect defined in the PWS. Describe your approach/methodology to physical security. Specifically address how you intend to provide operational autonomy for the security force in order to minimize actual/perceived interference by project management in the performance of physical security duties.

### **III Personnel:**

- (1) Demonstrate that the offeror is capable of performing all aspects of the Performance Work Statement by providing a matrix that correlates personnel assignment to each task of the Performance Work Statement. Show that your team possesses education, skills, licensing, and certifications well suited to perform the Performance Work Statement.
- (2) Describe your approach for providing key personnel over the life of the contract.
- (3) Describe your approach for managing attrition and for managing responses to new requirements.
- (4) Describe your approach to staffing non-key personnel positions; identify any programs to maintain or develop your workforce including upward mobility, tuition assistance, and internships. The existing contract between the Naval Undersea Warfare Center and the University of Rhode Island, Kingston R.I., for student services (N66604-01-D-0005) is offered as one example of a successful internship program.
- (5) Remove the Personnel Data Form (Attachment # 9) from the solicitation and supply the required information as explained below for each individual proposed as Key Personnel. Facsimiles and continuation sheets are permitted, and should follow the general format of the PDF. Place the PDFs behind the appropriate PQS in the proposal.
  - (a) Under "experience element", identify those areas of experience considered pertinent to the work required under the proposed acquisition.

(b) Under "time period", indicate the period of time during which experience for the respective experience category was gained. Time periods may be concurrent for several elements.

(c) Under "occasion", indicate job title, employer (contractor name or Government activity) and the capacity in which the person worked to obtain the experience in that element.

(d) Under "narrative", briefly describe or amplify total experience or other pertinent qualifications that specifically relate to this procurement. Also, identify the employees' depth of knowledge gained as a result of work experience; (i.e., a primary or collateral requirement of the job). Also indicate whether the employee is currently functioning as a key person under other contracts and describe their involvement under those contracts. (You should also include a resume on any other person whom you regard as a key/critical element in your proposal, regardless of their organizational placement.)

(6) The offeror shall provide at least the number of key personnel specified below in each of the positions listed.

<b><u>Key Personnel</u></b>			
<b><u>Labor Category</u></b>	<b><u>SOW</u></b>	<b><u>Number</u></b>	
<b>Manager, Program/Project III – AUTECH Project Manager</b>	<b>1.1</b>	<b>1</b>	
<b>Manager, Program/Project II – Test Operations Manager</b>	<b>2.0</b>	<b>1</b>	
<b>Engineer, Electrical/Electronics III – In-Water Systems Engineer</b>	<b>2.3</b>	<b>1</b>	
<b>Manager, Program/Project II – Base Operations Manager</b>	<b>3.0</b>	<b>1</b>	

Note: Substitution of Key Personnel is subject to the "Key Personnel Requirements" clause in Section H.

(7) Include resumes only for persons who will be available and assigned to this contract. Include a signed letter of intent for all key personnel (specifying compensation and willingness to relocate) or an explanation why a signed letter cannot be provided at this time. You are not required to obtain signed letters of intent from current AUTECH incumbent employees that may be offered in your proposal. If you propose a position for which you have not identified a specific employee, state the qualifications for the position and the recruitment approach you will use to fill it.

(8) Provide a certification signed by a responsible officer of the corporation that all Non-Key personnel meet the requirements shown in the specification. Non-Key personnel qualifications need not be documented in the proposal, but data may be required during negotiations if Non-Key personnel qualifications are questioned.

(9) All personnel must have appropriate security clearances, as specified on DD Form 254 and PQS.

(10) Identify the designated Project Manager (PM). Include a Personnel Data Form (PDF) for the PM (if the PM's PDF is included elsewhere in the proposal, identify its location, do not resubmit). Address the PM's authority, ability to independently commit company resources to performance under the contract, and the PM's line of communication to senior company management. Describe the PM's previous experience managing similar efforts. (The contract requires the PM to be a Key Person, directly charging to the contract.)

(11) Identify any proposed relocation of personnel.

**IV. Past Performance.** In a separate attachment, provide information relative to past performance.

(A). Provide a list of all (maximum of 10) service contracts and subcontracts with a value exceeding \$5,000,000 that are currently in process or have been completed during the past three years. If the maximum is exceeded, list the 10 most current actions. Also provide a list (maximum of 10) of service contacts and subcontracts with a value exceeding \$5,000,000 that are currently in process or have been completed within the past three years which are comparable in size, scope and complexity to the type of work required by this solicitation. If the maximum is exceeded, list the 10 most current actions. Contracts listed shall include those with Federal, state, or local governments, as well as with commercial customers. Offerors that are newly formed entities without prior contracts should list contracts and subcontracts as required above for all key personnel. Include the following information for each contract and subcontract:

(1) Contract Title

(2) Date of Award

(3) Name of contracting activity or commercial firm

(4) Contract number

(5) Contract type

(6) Total contract value



(7) Brief narrative (less than 20 lines) describing your involvement in the effort, complexity, objectives achieved, and types of personnel who performed under the contract. List ships or military systems involved, if any. List major subcontractors.

. ☐ Procuring Contracting Officer\* e mail and telephone

. ☐ Administrative Contracting Officer\*, if different, e mail and telephone

.. ☐ Government Program Manager\* or COR, e mail and telephone

[\*Or non-Government official with similar duties or rank.]

**(B).** Describe any quality awards or certifications that indicate the offeror possesses a high quality process for developing and producing the product or service required (e.g., the Malcolm Baldrige Quality Award). Identify what segment of the company (one division or the entire company) received the award or certification and when it was received. If the award or certification is over three years old, present evidence that the qualifications still apply.

**(C).** Provide similar past performance data for major subcontractors (those performing more than 25% of the effort).

**(D).** Submit the Past Performance Volume within 30 calendar days after RFP issuance to the Contracting Officer at the address specified in paragraph TBD.

**(E).** Provide consent letters executed by each joint venture partner and/or subcontractor, authorizing release of adverse past performance information so the offeror can respond to such information.

**(F).** Provide client authorization letters for each identified effort for a commercial customer authorizing release to the Government of requested information regarding the offeror's performance.

**L40X COST PROPOSAL (JAN 2001)**

(a) Content of Cost Proposal (Volume II). Offerors shall submit with their cost proposal a completed Cost Summary Sheet, Attachment #10. The offeror should trace cost data from the supporting data and calculations to the Cost Summary Sheet. The offeror shall supply the most currently available rates for direct labor, overhead, general and administrative expense, and any other factors used in developing the proposal. The offeror shall submit any information reasonably required to explain the estimating process, including:

- (1) The judgmental factors applied and the mathematical or other methods used in the estimate;
- (2) Any contingencies used by the offeror in the cost proposal; and
- (3) A copy and/or pertinent excerpts of the offeror's personnel policies pertaining to compensation plan(s) for professional employees including performance appraisal and salary administration procedures, salary grades and ranges, summary of basic benefit programs and relocation policies (See 52.222-46, Evaluation of Compensation for Professional Employees).

Note: In determining a cost realism position for each offeror the Government will use any and all available information.

(b) Labor Costs. Provide full justification for all proposed direct labor rates (unburdened). If key personnel proposed are the offerors in-house employees provide their current hourly wage rate and identify the date as of which the wage rate is current. If key personnel proposed are not currently employed by your company, submit signed letters of intent showing the wage rate the person agrees to work for your company upon employment. You are not required to obtain signed letters of intent from current AUTECH incumbent employees that may be offered in your proposal, however you must demonstrate why the proposed hourly rates for those personnel are realistic. If proposed direct labor rates vary from actual wages of key personnel, explain the basis for those rates. Trace proposed direct labor rates to proposed individual personnel.

- (1) Traceability is required for the Government to determine the cost realism of the offeror's direct labor costs. Normally the Government determines realistic direct labor costs using actual individual wages for key personnel (unless the offeror invoices category averages) and category average rates for non-key personnel.
- (2) The Service Contract Act (SCA) applies to this procurement.
- (3) To assist the Government in its cost realism analysis, an independent firm was commissioned to determine reasonable and realistic minimum wage rates by occupational category at AUTECH. This study was limited only to those positions based at Andros Island, Commonwealth of the Bahamas and applies only to non indigenous personnel. Data from this study is provided as Attachment 11 to this solicitation. The Attachment provides minimum wage rates the Government considers to be reasonable and realistic compensation in the labor categories cited. The Government, in its cost realism analysis, will utilize this data.

Proposals should clearly demonstrate the linkage between the pay rates and labor categories for Andros Island presented in Attachment #11 and those proposed in your offer. Any labor category you propose which is not listed in the pay study must be classified by the offeror to provide a reasonable relationship (i.e., appropriate level of skill comparison) between the unlisted category and the category listed in Attachment 11.

Proposals offering pay rates less than those provided in Attachment 11 must explain how required staffing levels will be achieved utilizing the lower pay rates. Proposals not providing adequate justification will be evaluated for risk, in accordance with the provisions of Clause M32X.

(4) Proposals offering indigenous labor at less than the staffing and compensation levels existent at the end of the current contract's period of performance, without providing adequate justification, will be evaluated for risk, in accordance with the provisions of clause M32X.

(5) Offerors must apply a 3% escalation factor for all contractor proposed costs with the exclusion of material/travel (costs are provided by the government). Indigenous labor/fringe must be escalated at a 2% rate.

(6) Section L identifies "Required Capital Assets and Inventory Acquisitions". The acquisition or depreciation costs provided must be accounted for in your cost proposal.

(c) Indirect Costs.

(1) Offerors shall provide data on all indirect rates proposed including beginning and end date of the period covered by the rate and composite rate calculations, if any. Identify clearly the bases to which the rates are applied.

(2) Offerors should carefully review the requirements of Clause H100X Advanced Cost Agreement as it applies to offeror's cost proposals.

(d) Material.

(1) Offerors will use the following estimates (plus applicable indirect costs) for material, travel and airport lease payment costs. These are total cost estimates for the entire contract. For further definition of costs, see the Statement of Work and the clause in Section H entitled "Travel Costs and Responsibilities". Offerors are required to distribute material and travel costs among subcontractors consistent with their technical proposal. Whenever a subcontractor proposes material costs, the subcontractor must fully burden such costs and these costs must be added to the material estimate. Subcontractor proposals shall include a complete listing of all costs other than labor which are charged direct by their company exclusive of travel costs and purchased material which is incorporated into a deliverable item.

(2) Offerors shall include a Material estimate (in thousands) as follows:

<u>BASIC</u>	<u>OPTION</u>
Contract Year 1 (4-1-05/3-31-06) – \$15,498	\$15,923
Contract Year 2 (4-1-06/3-31-07) –\$15,790	\$16,223
Contract Year 3 (4-1-07/3-31-08) –\$16,090	\$16,531
Contract Year 4 (4-1-08/3-31-09) –\$16,251	\$16,696
Contract Year 5 (4-1-09/3-31-10) –\$16,414	\$16,863
Contract Year 6 (4-1-10/3-31-11) –\$16,578	\$17,032
Contract Year 7 (4-1-11/3-31-12) –\$16,743	\$17,202
Contract Year 8 (4-1-12/3-31-13) –\$16,911	\$17,374
Contract Year 9 (4-1-13/3-31-15) –\$17,080	\$17,548
Contract Year 10 (4-1-14/3-31-15) –\$17,251	\$17,723
Contract Year 11 (4-1-15/3-31-16) –\$17,423	\$17,901
Contract Year 12 (4-1-16/3-31-17) –\$17,598	\$18,080
Contract Year 13 (4-1-17/3-31-18) –\$17,773	\$18,260
Contract Year 14 (4-1-18/3-31-19) –\$17,951	\$18,443
Contract Year 15 (4-1-19/3-31-20) –\$18,131	\$18,627

(3) Offerors shall include the following Government furnished travel estimate (in thousands), which includes travel and subsistence for work at alternative work sites under the contract and for allowable local travel per the JTR, as follows:

Contract Year 1 (4-1-05/3-31-06) –\$686
Contract Year 2 (4-1-06/3-31-07) –\$700
Contract Year 3 (4-1-07/3-31-08) –\$714
Contract Year 4 (4-1-08/3-31-09) –\$728
Contract Year 5 (4-1-09/3-31-10) –\$743
Contract Year 6 (4-1-10/3-31-11) –\$758
Contract Year 7 (4-1-11/3-31-12) –\$773
Contract Year 8 (4-1-12/3-31-13) –\$788
Contract Year 9 (4-1-13/3-31-15) –\$804
Contract Year 10 (4-1-14/3-31-15) –\$820
Contract Year 11 (4-1-15/3-31-16) –\$836
Contract Year 12 (4-1-16/3-31-17) –\$853

Contract Year 13 (4-1-17/3-31-18) –\$870

Contract Year 14 (4-1-18/3-31-19) –\$888

Contract Year 15 (4-1-19/3-31-20) –\$906

Note: Travel costs for the option are the same as the basic.

(4) Offerors are required to purchase an Air Operations Facility located at the West Palm Beach International Airport, West Palm Beach, FL. (refer to Clause L15, Required Capital Assets and Inventory Acquisitions). Offerors shall include the following Government furnished airport lease cost (in thousands) in their proposals:

Contract Year 1 (4-1-05/3-31-06) –\$36

Contract Year 2 (4-1-06/3-31-07) –\$37

Contract Year 3 (4-1-07/3-31-08) –\$37

Contract Year 4 (4-1-08/3-31-09) –\$38

Contract Year 5 (4-1-09/3-31-10) –\$39

Contract Year 6 (4-1-10/3-31-11) –\$40

Contract Year 7 (4-1-11/3-31-12) –\$41

Contract Year 8 (4-1-12/3-31-13) –\$41

Contract Year 9 (4-1-13/3-31-15) –\$42

Contract Year 10 (4-1-14/3-31-15) –\$43

Contract Year 11 (4-1-15/3-31-16) –\$44

Contract Year 12 (4-1-16/3-31-17) –\$45

Contract Year 13 (4-1-17/3-31-18) –\$46

Contract Year 14 (4-1-18/3-31-19) –\$47

Contract Year 15 (4-1-19/3-31-20) –\$48

(5) The Government's Cost Realism evaluation of these costs may alter the additional costs on the basis of more accurate rate data or a Government Analysis and Estimate of the appropriate added costs. Any such alteration in the evaluated contract pricing will not, however, be reflected in the contract award.

(6) Any offeror having an accounting system, which includes, within overhead or G& A, the cost elements of material and travel/subsistence shall specifically state this fact in the cost proposal. This will preclude these costs from being unduly considered in the Government's cost evaluation.

(7) Subcontracts regardless of dollar value shall be adequately documented to facilitate a determination of cost reasonableness using a Cost Summary Sheet. All requirements for the prime contract cost proposal shall be met by the subcontractor

as well. Note that compensation for labor paid to any individual who is not a bona fide employee of the offeror is a subcontract.

## **L99X ALTERNATE PROPOSALS**

(a) In order to be considered responsive to the RFP, your basic proposal must comply precisely with the terms and conditions contained herein. You are authorized, pursuant to paragraph (c)(9) of the Instructions to Offerors - Competitive Acquisition (52.215-1) provision hereof, to submit separate alternate proposals provided rationale is included indicating why the acceptance of an alternate proposal would be more advantageous to the government.

(b) An alternate proposal may provide a second approach to the satisfaction of RFP requirements, with or without any exceptions to the requirements thereof. A complete stand-alone proposal of the alternate approach must be provided. Any exceptions or waivers to the requirements included in the alternate approach must be justified or explained.

(c) Identify differences from the basic proposal with a change bar on the right hand margin. In the interest of reducing costs, offerors are encouraged to carefully review each of the specifications and standards and submit alternate proposals which clearly set forth the recommended changes to the cited specifications and standards, together with the rationale therefore and the contemplated reduction in price which would be applicable for each if the recommended changes are accepted.

(d) Alternate proposals based on awarding more than one contract, changing the contract type, or the length of the contract are not desired and will not be considered.

## **M32X EVALUATION FOR AWARD - BEST VALUE**

(A) Award will be made to the responsible offeror whose proposal contains the combination of those criteria offering the best overall value to the Government. This will be determined by comparing the difference in value of technical (non-cost) features of proposals with the difference in the cost to the Government. Offers will be evaluated on two evaluation factors, **TECHNICAL CAPABILITY** and **COST**.

### **(1) Technical Capability Subfactors**

- (i) Management Approach
- (ii) Technical Approach
- (iii) Personnel
- (iv) Past Performance

(2) The Technical Capability Subfactors listed above are equal in importance. A proposal risk assessment will be conducted with the offeror's proposed approach as related to accomplishing the requirements of the solicitation. This technical proposal risk assessment will be given consideration commensurate with the result of the technical evaluation.

(B) Technical Capability is significantly more important than Cost. Although Cost is the least important evaluation factor, it is important and will be seriously considered. The degree of its importance will increase with the degree of equality of the proposals in relation to Technical Capability, or when it is so significantly high as to diminish the value of the technical superiority to the Government.

(C) The Government will evaluate proposals to assess each offeror's ability to accomplish the technical requirements described herein. Offers will be rated in each of the following subfactors:

### **(1) MANAGEMENT APPROACH**

The proposal demonstrates an effective management approach for accomplishment of the Government's objectives and requirements identified in the Statement of Objectives (SOO) and Performance Work Statement (PWS). Specifically, your approach and any aspect(s) of your approach that enhances overall efficiency and effectiveness, including cost control features are of interest.

The offeror proposes an organizational structure and staffing concept that demonstrates an effective approach to organize, staff, lead, plan, coordinate, and control resources to meet the requirements of the performance work statement for successful contract execution. Specifically, the government intends to maintain a teaming arrangement with the Contractor as described in the Concept of Maintenance and Operation section of the Introduction to the PWS. This arrangement requires a partnership at the Base Operation and Test Operation Team Leader levels and between the Information Technology



function and the government counterpart. The organizational structure includes effective lines of communication and interface between management/supervisory and technical staffs, Government personnel, and other support contractors and customers. The offeror demonstrates a competitive methodology to effectively attract, retain and motivate a highly qualified workforce, and provides an effective management plan to accommodate workforce shortfalls. Innovative organization concepts and cross-utilization techniques provide for an agile, responsive and efficient workforce. The offeror proposes an approach to accommodate workload fluctuations. The approach addresses accommodation of short-term requirements for unique skills and capabilities during surge periods, and demonstrates flexibility and efficiency in reacting to new situations requiring the timely reallocation of resources.

The offeror proposes a sound performance measurement approach, performance measures, and performance goals that ensure delivery of proposed results, support management and decision-making, facilitate communications, and motivate high performance.

The proposal identifies innovation and efficiency initiatives during the life of the contract that would reasonably result in significant cost savings or qualitative improvements. Proposal initiatives are well defined and include justifications, trade-offs, investment requirements, expected returns, risk assessments, and implementation plans. Implementation plans thoroughly address applicable laws and directives and outline any required waivers/approvals. The offeror proposes a sound process to measure, validate, and document initiative results.

The proposal demonstrates the offeror's ability to effectively and efficiently manage proposed subcontractors. The offeror proposes a sound plan to provide a unified contractor work force.

The proposal demonstrates the offeror's understanding of the challenges in recruiting, training and retaining an indigenous workforce. The proposal demonstrates a viable plan for maintaining existing indigenous staffing and compensation. The proposal identifies methods for maintaining effective ties with the host country.

The proposal demonstrates the offeror's ability to effectively and efficiently transition/phase-in resources and personnel onto this contract and ensures full continuity of test and mission support on the start date of the contract.

## **(2) TECHNICAL APPROACH**

Technical approach will be evaluated for its ability to accomplish the Government's objectives and requirements identified in the SOO and PWS. The offeror's proposed approach demonstrate the offeror's understanding and ability to optimize the operations and maintenance of complex technical systems as well as the ability to provide mission support and associated services required for the overall AUTECH mission. This includes the ability to recognize and address safety, security, and environmental issues. Results

and outcomes of the offeror's proposed approach include high asset reliability, availability, maintainability, and configuration management; sound cost control features; and responsive and effective mission support services.

Specifically, your approach and any aspect(s) of your approach that enhances overall efficiency and effectiveness, including cost control features are of interest as well as the following specific topics:

(a) Business Operations and Information Technology (IT)

(1) Business Operations: The proposal demonstrates the offeror's ability to apply Business Operation processes and services throughout AUTECH. The proposal further demonstrates a thorough understanding and approach to providing training and information at AUTECH in a timely, efficient, and secure manner.

(2) Information Technology: The proposal demonstrates the offeror's capability to apply IT strategies throughout AUTECH, integrate and streamline information flow, enable reliable operations, and provide quality test and evaluation data.

The proposal demonstrates how the offeror will provide systems and processes that integrate and streamline information, enable reliable facility operations, provide quality test and evaluation data. The proposal further demonstrates thorough and sound approaches to ensure: reliable, timely, and accurate information is provided to customers; safe, responsive facility control; data is appropriately protected; and information assurance requirements are met.

The proposal demonstrates the offeror's understanding and ability to manage complex computing networks.

The offeror provides a sound implementation plan for deployment of the proposed software/tools solution and identification of any supporting hardware or software infrastructure required and what components of the supporting infrastructure are GFE and CFE.

(b) Test Operations

The proposal demonstrates your approach to scheduling test assets and services and integrating necessary planning to assure they will be available when needed and operate safely and reliably.

The proposal demonstrates an approach to providing high quality data products in a timely manner.

The proposal demonstrates how you will accommodate the dynamics of fluctuating test requirements and/or high tempo, full capacity testing while providing time to perform test/base infrastructure maintenance and investment efforts.

The proposal demonstrates the offeror's approach to provide test support and configuration management. The proposal demonstrates an approach to optimize operations, maintenance, and investments of complex technical systems.

**(c) Base Operations**

The proposal demonstrates the offeror's understanding and ability to optimize the operations, maintenance, and investments of a complex technical/industrial infrastructure as well as the ability to provide mission support and associated services required for the overall AUTECH mission. This includes the ability to recognize and address safety, security, and environmental issues. Results and outcomes of the offeror's proposed approach include high asset reliability, availability, maintainability, and configuration management; and responsive and effective mission support services.

The proposal demonstrates your approach to scheduling base assets and services integrating planning necessary to assure they will be available when needed and operate safely and reliably.

The proposal demonstrates your approach/methodology to integrated logistics and property control.

The proposal demonstrates your approach/methodology to being the emergency service provider for AUTECH.

**(3) PERSONNEL**

The proposal demonstrates that the offeror's proposed personnel possess the experience and capabilities to understand, manage, and accomplish the Government's objectives and requirements identified in the SOO and PWS and to manage delivery of their proposal initiatives.

The offeror proposes management that is experienced in operations, maintenance, and modernization of large, complex technical/industrial facilities. The proposal specifically demonstrates that the offeror's proposed personnel are capable of managing the full spectrum of support services vital to AUTECH's mission accomplishment.

The offeror proposes a sound approach for providing a high quality workforce over the life of the contract.

**(4) PAST PERFORMANCE**

Past performance will be evaluated as an indicator of the offeror's expected future performance. The currency and relevance of the information, source of the information, context of the data, and general trends in contractor's performance are representative of the types of data that may be considered. The Government may communicate with

points of contact listed in the offeror's proposal for the purpose of obtaining additional past performance information. The number of contacts, if any, will be determined by the Government at its discretion. Selection of contacts may be random.

(a) The Government may consider information concerning the offeror's past performance that is not contained in the proposal. This may include information furnished by points of contact not named in the proposal or information from other sources such as commercial rating services.

(b) In the case of an offeror without a record of relevant past performance or for whom information on past performance is not available, the offeror will not be evaluated favorably or unfavorably on past performance.

(d) **Cost**. The Government will evaluate proposed costs by performing a cost realism analysis as described in FAR 15.404-1(d) in order to determine if they are reasonable and realistic. This will include an evaluation of the extent to which proposed costs indicate a clear understanding of solicitation requirements, and reflect a sound approach to satisfying those requirements. The analysis will also include an evaluation of proposed wage compensation for non indigenous, Andros Island based personnel, to determine if there is reasonable and realistic relationship between the proposed labor costs and wage rate information provided by the Government (Attachment 11). If the Government evaluates an offer as unrealistically low compared to the anticipated costs of performance and the offeror fails to explain these underestimated costs, the Government will question the offeror's understanding of the technical requirements.

The cost realism analysis will include Government incurred costs or savings for initiatives when applicable. Material costs will be evaluated using the amounts shown in paragraph (d) of the provision in Section L entitled, Cost Proposal, plus applicable indirect costs. The analysis may differ from the proposed cost and reflects the Government's best estimate of the cost that is most likely to result from the offeror's proposal. The cost realism analysis will be used for purposes of evaluation to determine the best value. The analysis will cover costs for the 3-year base period, award terms, and price transition/phase-in period.

**Award Term Plan**

**AUTEC Support Services**

**Draft Solicitation N66604-03-R-5873**

Approved:

---

Contracting Officer

---

Term Determining Official

AWARD TERM PLAN

TABLE OF CONTENTS

	<u>Page</u>
1.0 Introduction .....	3
2.0 Award Term Process.....	3
2.1 Basic Structure.....	3
2.2 Roles and Responsibilities.....	4
2.3 Evaluation Procedures.....	4
3.0 Award Term Plan Change Procedure.....	6
A.1 Award Term Criteria.....	7
A.2 Term Determining Official (TDO) and Award Term Review Board (ATRB) Membership.....	9*

(\* To Be Provided At Award)

## 1.0 Introduction

This award term plan is the basis for the Naval Undersea Warfare Center, Division Newport's evaluation of the contractor's performance under a contract resulting from Solicitation N66604-03-R-5873 and for determining if the contractor has earned an Award Term.

This plan describes the award term process structure, defines the roles and responsibilities of the various members of the evaluation team, and establishes evaluation procedures. The procedure for changing this plan is also included, as are specific award term criteria, and an award term evaluation schedule. This plan also identifies the Term Determining Official (TDO) and the members of the Award Term Review Board (ATRB).

## 2.0 Award Term Process

### 2.1 Basic Structure

The contract consists of a three year base period and 4, three-year award terms. An award term determination will be based upon performance monitored over a two and one half-year evaluation period and there may be up to four such evaluation periods, depending upon the contractor's performance. For example, a contractor might earn an award term during the base period, and during the first, second, and third award term periods (each evaluation period taking place during the preceding two and one half years of performance). A contractor who earns an award term for each of the four evaluation periods will not be eligible to win any additional award terms and will no longer be subject to performance monitoring under this plan. Nevertheless, other established contract performance monitoring techniques, such as CPARS and the contracts CPIF/CPAF provisions will remain in effect.

Performance will be rated using the adjectival scale of: Outstanding, Excellent, Satisfactory, Marginal, and Unsatisfactory. Award terms will be granted for evaluation periods with performance rated as Outstanding or Excellent.

The award term evaluation periods are as follows:

Evaluation Period	Award Term Available
1 April 2005 to 30 September 2007	3 Year
1 April 2008 to 30 September 2010	3 Year
1 April 2011 to 30 September 2013	3 Year

1 April 2014 to 30 September 2017	3 Year
-----------------------------------	--------

## 2.2 Roles and Responsibilities

The award term evaluation team consists of the AUTECH Program Manager, who will act as the board chairman, the Contracting Officer, and the AUTECH Office in Charge. The AUTECH Program Manager will also serve as the Term Determining Official (TDO).

Team member's responsibilities are as follows:

Term Determining Official: The TDO approves the award term plan and any changes. The TDO reviews the recommendations of the Award Term Board, considers all pertinent data, and determines the earned performance rating for each evaluation period.

Award Term Board. ATB members review performance monitors' evaluation of the contractor's performance, consider all information from pertinent sources, prepare interim performance reports and develop performance rating recommendations for presentation to the TDO. The ATB may also recommend changes to this plan.

Contracting Officer. The Contracting Officer is the liaison between contractor and Government personnel. The Contracting Officer will modify the contract performance periods to reflect the implementation of any award term years.

## 2.3 Evaluation Procedures

### a. Performance Monitoring

Performance monitoring will be conducted in accordance with the contracts award fee plan.

### b. Evaluation Periods

Each evaluation period will be 30 months in length with an interim evaluation every 6 months and will be held in conjunction with the contracts award fee plan.



The ATB Chairperson determines the interim evaluation results and notifies the contractor of the strengths and weaknesses for the current evaluation period. At this time, the ATB may also recommend any changes to the award term plan for TDO approval. The Contracting Officer may also issue letters at any other time when it is deemed necessary to highlight areas of Government concern.

End of Period Evaluations: The contractor presents its self-assessment. The ATB prepares the evaluation report and including a performance rating and a recommendation for or against an earned award term. The ATB briefs the evaluation report and recommendation to the TDO. The TDO establishes the final rating and makes the award determination not later than 120 calendar days before the end of the current performance period. The TDO letter informs the contractor of the final rating and award term decision.

If the first award term is not awarded, then the award term incentive ceases for all following years. If the Contractor receives the first award term, but not the second, then the award term incentive ceases for all remaining future years. If the Contractor receives the first and second award term, but not the third, then the award term incentive expires.

c. Contractor's Self-Assessment. The contractor's self-evaluation is submitted to the Contracting Officer within 14 days of the end of the evaluation period. This written assessment of the contractor's performance throughout the evaluation period may also contain any information that may be reasonably expected to assist the ATRB in evaluating the contractor's performance. The contractor's self-assessment may not exceed 20 pages.

### 3.0 Award Term Plan Change Procedure

The TDO may unilaterally change this plan prior to the beginning of an evaluation period. In addition, the contractor may recommend changes to the plan no later than 30 days prior to the beginning of the new evaluation period. The contractor will be notified of changes to the plan by the Contracting Officer, in writing, before the start of the affected evaluation period. Changes to this plan that are applicable to a current evaluation period will be incorporated by the mutual consent of both parties.

If the Contracting Officer does not provide specific notice in writing to the contractor of changes to the evaluation criteria prior to the start of an evaluation period, the same criteria from the preceding period will be used in the next evaluation period. Any changes to evaluation criteria will be made by revising the Evaluation Criteria provide in Appendix 1.

The Contracting Officer will award additional award term periods through unilateral contract modifications, subject to FAR Clause 52.232-18, "Availability of Funds", together with a Determination and Findings that the award of the term period meets the conditions of FAR Clause 17.207(c). Award term determinations are unilateral decisions made solely at the discretion of the Government and are not subject to the Disputes clause of the contract.

## Appendix 1      Evaluation Criteria

**Technical:** This area of the evaluation will assess the overall quality of the contractor's work including conformance to contract requirements and standards of good workmanship.

PERFORMANCE LEVEL	ADJECTIVAL RATING	EQUIVALENT (%) NUMERICAL R ATING
The Contractor's performance, in most respects, is judged to be the best that could be attained, and greatly exceeds that which would be considered Satisfactory. No deficiencies noted.	OUTSTANDING	90-100
The Contractor's performance, in most respects, is judged to be substantially above that which would be considered Satisfactory. Any noted areas of deficiency are few in number and are considered relatively unimportant.	EXCELLENT	80-89
The Contractor's performance is judged to be better than the minimum required. Areas of deficiency are approximately offset by areas of Excellent (or better) performance.	SATISFACTORY	50-79
The Contractor's performance is judged to be at the minimum acceptable level, and is only adequate for accomplishing the task. Areas of deficiency are approximately offset by areas of Satisfactory (or better) performance.	MARGINAL	20-49
The Contractor's performance is judged to be below the minimum acceptable level. Areas of deficiency are not offset by areas of Satisfactory (or better) performance.	UNSATISFACTORY	0-19

**Cost Control:** This area of the evaluation will assess the contractor's effectiveness in managing contract cost.

PERFORMANCE LEVEL	ADJECTIVAL RATING	EQUIVALENT (%) NUMERICAL R ATING
The Contractor's performance, in most respects, is judged to be the best that could be attained, and greatly exceeds that which would be considered Satisfactory. No deficiencies noted.	OUTSTANDING	90-100
The Contractor's performance, in most respects, is judged to be substantially above that which would be considered Satisfactory. Any noted areas of deficiency are few in number and are considered relatively unimportant.	EXCELLENT	80-89
The Contractor's performance is judged to be better than the minimum required. Areas of deficiency are approximately offset by areas of Excellent (or better) performance.	SATISFACTORY	50-79
The Contractor's performance is judged to be at the minimum acceptable level, and is only adequate for accomplishing the task. Areas of deficiency are approximately offset by areas of Satisfactory (or better) performance.	MARGINAL	20-49
The Contractor's performance is judged to be below the minimum acceptable level. Areas of deficiency are not offset by areas of Satisfactory (or better) performance.	UNSATISFACTORY	0-19

## B52X PAYMENT OF INCENTIVE FEE

(a) The maximum available incentive fee is hereby established at \$ \_\_\_\_\*. The incentive fee, if any, earned by the contractor and payment thereof, shall be made in accordance with clause 52.216-10, Incentive Fee. For the purposes of this contract, the contractor shall identify the target cost that the incentive fee will be evaluated against for each of the six, six month periods of the base period of performance as follows:

	Base	Option
01 April 05 through 30 September 05	\$ ____*	\$ ____*
01 October 05 through 31 March 06	\$ ____*	\$ ____*
01 April 06 through 30 September 06	\$ ____*	\$ ____*
01 October 06 through 31 March 07	\$ ____*	\$ ____*
01 April 07 through 30 September 07	\$ ____*	\$ ____*
01 October 07 through 31 March 08	\$ ____*	\$ ____*
Total	\$ ____*	\$ ____*

\*To be filled in at time of award.

The incentive fee earned, shall be paid at six-month intervals, concurrent with any award fee earned during the six-month period.

Note: The total for the base and option must match the amount offered for CLINs 0001 and 0002.

**F30      PLACE OF PERFORMANCE**

(a) Work will be performed at the Contractor's facility or other locations, as required by the statement of work. These sites are likely to include, but are not limited to the following locations:

Domestic:

Newport, RI; Norfolk, VA, Jacksonville, FL; Fort Lauderdale, FL; West Palm Beach, FL; New London, CT; and Groton, CT.

Foreign

Italy, United Kingdom, Bahamas, and Canada

(b) Sea travel and work aboard Government warships or vessels may be required. The Contractor must obtain boarding authorization from the Commanding Officer prior to boarding any U.S. Naval warship or vessel.

(c) The Contractor is responsible for making all needed arrangements for its personnel. This includes but is not limited to travel reservations, medical examinations, immunization, passports, visas, and security clearances.

(d) Travel outside the continental United States may be required; see Section I for clauses relating to overseas travel.

### **L35X Oral Review of Proposals**

Offerors are required to provide an oral review to the Government of their proposal. Reviews will begin at 9:00 a.m., Eastern Time on a day to be determined within two weeks of date of receipt of offers. Location will be the AUTC Program Management Office (Building 1351) at NUWC, Newport, RI. The second review will commence at 1:30 p.m. that afternoon. The schedule will repeat daily until all reviews are completed. Total time allotted for each company is three (3) hours maximum; no more than ten people may represent each offeror. Only unclassified information may be presented. The Government will notify offerors by phone or email of the order of reviews. The offeror should include the name, phone, and email of the individual to whom the Government should give notice. Seven copies of all review materials must be submitted to the Contracting Officer at the time of your oral review.

The materials provided by offerors, as well as the oral review, will not be included in the Government's formal evaluation of your proposal. The Government will not inform offerors of their strengths, deficiencies or weaknesses, ask questions, or engage in bargaining during the review. The oral review will not constitute discussions as defined in FAR 15.601 and 15.610, and the review will not establish a determination that an offeror has been determined to be in the competitive range.

Information to be reviewed is limited to the information provided in the offeror written technical proposal. Cost and pricing information shall be excluded from the offerors review. Information not included in the written proposal may not be introduced during the proposal review.

## **L 41X, Indigenous Wage and Fringe Benefit Information**

Clause L 40X **Cost Proposal**, section (b) (3) states -

*(3) Proposals offering indigenous labor at less than the staffing and compensation levels existent at the end of the current contract's period of performance, without providing adequate justification, will be evaluated for risk, in accordance with the provisions of clause M32.*

To assist offerors in preparing cost proposals two excel spreadsheet, which provide data on Bahamian direct labor costs, are provided:

(1) Bahamian Salary Structure April 1, 2005 and

(2) Bahamian Wage Adjustment for CY8

The second part of Bahamian labor costs fall into the area of fringe benefits. Offerors, at a minimum, must meet all Bahamian labor law requirements. Offeror's must pay into the Bahamian National Insurance in accordance with that law. The Bahamian National Insurance provides for health insurance, retirement, industrial injury, etc. Bahamian employees are currently receiving, and therefore offeror's are required to continue to provide basic life insurance and Accidental Death and Dismemberment. The policies are each are equal to two times the base annual salary to a maximum of \$50,000. We purchase this insurance from a Bahamian company and renew annually.



Bahamian Salary Structure -AUTEC						
	<b>Step 1</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 3</b>
<u>Grade/Category/Description/Qualifications/Bah. Gov .Equivilent</u>	<u>Min</u>	<u>Max</u>	<u>Min</u>	<u>Max</u>	<u>Min</u>	<u>Max</u>
<b><u>Grade 1</u></b>	\$4.82	\$5.17	\$5.17	\$5.44	\$5.44	\$6.69
Mess Attendant, Janitor, Laundry Specialist, Maid, Laborer, Equipment Operator						
Light manual labor with minimum externally acquired skills or educational requirements and no prior experience requirements. Minimum on the job training requirements.						
5 years AUTEC Program Seniority = Step 2						
	<i>Bahamian Government Equivilant Rates (1997):</i>					
10 years AUTEC Program Seniority = Step 3 or promotion to SR. status		\$4.12 - \$5.48				
<b><u>Grade 1a</u></b>	\$5.79	\$6.20	\$6.20	\$6.54	\$6.54	\$8.03
Janitor, Leader/Maintenance, Janitor, Sr., Specialist Laundry Lead, Lead Mess Attendant						
Same as Grade 1, with advanced work experience and work skills within specific trade and/or position. May also work as a group leader.						
<b><u>Grade 2</u></b>	\$5.03	\$6.17	\$5.79	\$7.34	\$6.96	\$8.00
Helper, Helper A/C&R, Helper Electrician, Helper General, Helper Welder, Helper Pest Control, Telephone Operator, Cook Helper, Gas Station Attendant, Bartender, Warehouseman						
Moderate manual labor or minimum office labor with some externally acquired experience or educational requirements, some prior related experience is required and significant on the job training is required						
5 years AUTEC Program Seniority = Step 2						
	<i>Bahamian Government Equivilant Rates (1997):</i>					
		\$4.12 - \$6.56				
10 years AUTEC Program Seniority = Step 3						

<b><u>Grade 3</u></b>	\$5.18	\$6.45	\$5.96	\$7.62	\$7.17	\$8.96
Gardner, Cook Baker, Cook, Groundskeeper, Bus Driver, Driver, Mechanic	eff. 4/1/2005					
Assistant, Electrician Assistant, Rotary Wing Mechanic Assistant						
Skilled manual labor with significant externally acquired skills and/or applicable trade school or apprenticeship training or comparable experience requirements. Specific trade knowledge and prior experience required as well as reading and writing skills.						
<i>Bahamian Government Equivilant Rates (1997):</i>						
5 years ATEC Program Seniority = Step 2		\$4.74 - \$7.89				
10 years ATEC Program Seniority = Step 3						
<b><u>Grade 3a</u></b>	\$6.21	\$7.74	\$7.15	\$9.15	\$8.60	\$10.74
Lead Cook, Asst. Supervisor Food Service, Senior Bus Driver, Lead Maid	eff. 4/1/2005					
Same as Grade 3, with advanced work experience and work skills within specific trade and/or position. May also work as a group leader.						
<b><u>Grade 4</u></b>	\$5.60	\$7.62	\$6.45	\$8.80	\$7.74	\$10.08
Painter, Master Plumber, Mason, Carpenter, Operator Hazmat	eff. 4/1/2005					
Mechanic A/C&R, Mechanic Vehicle Equipment, Electrician, Mechanic, Utility Plant Operator, Heavy Equipment Mechanic, Marine Mechanic						
Helper Welder, Appliance Technician, Auto Mechanic, Material Coordinator						
Waste Water Operator, Heavy Equipment Operator, Technician						
Pest Control, Grade 1 Supervisor						
Skilled trades labor with significant externally acquired skills including formal trades training/education or substantial comparable experience requirements. Specific trade expertise and prior experience required as well as advanced reading, writing and communication skills.						
<i>Bahamian Government Equivilant Rates (1997):</i>						
		\$5.25 - \$8.52				
5 years ATEC Program Seniority = Step 2						
10 years ATEC Program Seniority = Step 3						

<b><u>Grade 4a</u></b>	\$6.70	\$9.16	\$7.74	\$10.56	\$9.30	\$12.10
Operator, Heavy Equipment Sr. Leader, Electric Shop, Lead Technician					eff. 4/1/2005	
Pest Control, Marine Mechanic						
Same as Grade 4, with advanced work experience and work skills						
within specific trade and/or position. May also work as a group leader.						
<b><u>Grade 5</u></b>	\$5.20	\$6.17	\$5.97	\$7.34	\$7.18	\$7.95
Clerk, Cashier, Supply Clerk, Cook/Cashier, Billeting Clerk					eff. 4/1/2005	
Vending Clerk, Stock Logistics Clerk						
Skilled office work requiring high school grade 10 or						
equivalent and prior office/clerical experience and knowledge						
of filing systems. Advanced reading, writing, communication						
and mathematics skills are required. Minimum experience						
operating office machines including copiers, FAX machine,						
cash register, calculator and personal computers. Ability						
to operate independently and have responsibility and	<i>Bahamian Government Equivilant Rates (1997):</i>					
accountability for assigned office tasking.	\$4.79 - \$6.51					
5 years AUTECH Program Seniority = Step 2						
10 years AUTECH Program Seniority = Step 3						
<b><u>Grade 5a</u></b>	\$6.64	\$7.86	\$7.62	\$9.36	\$9.15	\$10.13
Lead Stock Control Clerk, PM/CM Clerk					eff. 4/1/2005	
Same as Grade 5, with advanced work experience and work skills						
within specific trade and/or position. May also work as a group leader.						

<b><u>Grade 6</u></b>	\$5.34	\$6.45	\$6.18	\$7.62	\$7.41	\$9.58
Inventory Specialist, Special Material Coordinator, Material Control Specialist, Secretary	eff. 4/1/2005					
Advanced office work with some potential related manual labor requiring high school diploma or equivalent and prior office/clerical/trade experience and comprehensive knowledge of all applicable systems and their relation to other systems. Advanced reading, writing, communication and mathematics skills are required. Significant experience performing comparable functions successfully. Ability to operate independantly and have responsibility and accountability for assigned critical program tasking						
	<i>Bahamian Government Equivilant Rates (1997):</i>					
	\$6.24 - \$7.85					
5 years AUTECH Program Seniority = Step 2						
10 years AUTECH Program Seniority = Step 3						
<b><u>Grade 6a</u></b>	\$6.42	\$7.74	\$7.41	\$9.16	\$8.87	\$11.51
Asst. Fire Inspector, Clerk I Medical Assistant	eff. 4/1/2005					
Same as Grade 6, with advanced work experience and/or work skills within specific function and/or position. May also work as a group leader.						
<b><u>Grade 7</u></b>						
Liaison Engineer, Nurse, Engineer,	\$8.61	\$10.85	\$10.33	\$12.40	\$12.40	\$14.63
	eff. 4/1/2005					
College degree or equivalent in applicable field of expertise as well as any required licensing. Supervisory experience for supervisory position. True expertise in specific field or trade with ability to teach, lead or train other lesser skilled employees.						
5 years AUTECH Program Seniority = Step 2						
	<i>Bahamian Government Equivilant Rates (1997):</i>					
10 years AUTECH Program Seniority = Step 3	\$7.05 - \$11.99					

<b>Grade 8</b>	\$9.23	\$11.14	\$10.65	\$12.79	\$12.79	\$14.91
Manager, Lead Engineer, Electric Shop Leader						
					eff. 4/1/2005	
College Degree and minimum of 10 years management						
or supervisory experience and 10 years experience in						
applicable trade or technical discipline						
5 years ATEC Program Seniority = Step 2						
10 years ATEC Program Seniority = Step 3	<i>Bahamian Government Equivilant Rates (1997):</i>					
	\$7.57 - \$12.22					

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1										4/1/02 Pay Range						
2	DEPT. DESCRIPTION	JOB TITLE	Start Date	AUTEC HIRE DATE	Service Days	Years of Service	Cont. Yr. 6 HOURLY RATE		Grade / Step eff 4/1/2002	Min. Hrly Rate	Max. Hrly Rate	2% Inc.		Cont. Yr. 7 HOURLY RATE	Est. Cont. Yr. 8 HOURLY RATE	Weighted Ave. Rate
3																
4	HOUSING SERVICES	ASST, LEAD MAID	4/1/2003	10/22/88	5199	14.44	7.45		Grade 1a/ Step 3	\$6.28	\$7.72	\$7.60	-\$1.32	7.60	7.75	7.75
5																
6																
7	FOOD SERVICES	ASST.SUPV. FOOD SERVICE	4/1/2003	09/29/89	4862	13.51	8.43		Grade 3a/ Step 3	\$8.26	\$10.32	\$8.60	-\$0.34	8.60	8.77	2.38
8	FOOD SERVICES	FOOD SVCS, ASST SUPV.	4/1/2003	12/31/66	13051	36.25	8.10		Grade 3a/ Step 3	\$8.26	\$10.32	\$8.26		8.26	8.43	6.14
9					17913	49.76										8.52
10																
11	TRANSPORTATION OPERATION	ATTENDANT, GAS STATION	4/1/2003	10/27/88	5194	14.43	6.56		Grade 2/ Step 3	\$6.69	\$7.69	\$6.69		6.69	6.82	6.82
12																
13																
14	BEACH HOUSE	BARTENDER B	4/1/2003	01/01/67	13050	36.25	7.07		Grade 2/ Step 3	\$6.69	\$7.69	\$7.21	-\$0.52	7.21	7.35	7.35
15																
16																
17	TRANSPORTATION OPERATION	BUS DRIVER	4/1/2003	06/23/97	2078	5.77	4.89		Grade 3/ Step 2	\$5.62	\$7.18	\$4.99		5.62	5.73	0.57
18	TRANSPORTATION OPERATION	BUS DRIVER	4/1/2003	09/06/90	4525	12.57	6.75		Grade 3/ Step 3	\$6.89	\$8.61	\$6.89		6.89	7.03	1.53
19	TRANSPORTATION OPERATION	BUS DRIVER	4/1/2003	03/03/97	2188	6.08	5.63		Grade 3/ Step 2	\$5.73	\$7.32	\$5.74		5.73	5.84	0.62
20	TRANSPORTATION OPERATION	BUS DRIVER	4/1/2003	03/19/02	372	1.03	5.85		Grade 3/ Step 1	\$4.98	\$6.20	\$5.97	-\$0.99	5.97	6.09	0.11
21	TRANSPORTATION OPERATION	BUS DRIVER	4/1/2003	01/26/98	1865	5.18	6.47		Grade 3/ Step 2	\$5.73	\$7.32	\$6.60	-\$0.87	6.60	6.73	0.61
22	TRANSPORTATION OPERATION	DRIVER	4/1/2003	01/01/80	8370	23.25	6.90		Grade 3/ Step 3	\$6.89	\$8.61	\$7.04	-\$0.15	7.04	7.18	2.90
23	TRANSPORTATION OPERATION	DRIVER	4/1/2003	12/20/02	101	0.28	4.88		Grade 3/ Step 1	\$4.98	\$6.20	\$4.98		4.98	5.08	0.02
24	TRANSPORTATION OPERATION	DRIVER	4/1/2003	10/18/99	1243	3.45	4.88		Grade 3/ Step 1	\$4.98	\$6.20	\$4.98		4.98	5.08	0.30
25					20742	57.61										6.67
26																
27	CARPENTER SHOP	CARPENTER	4/1/2003	04/01/92	3960	11	7.29		Grade 4/ Step 3	\$7.44	\$9.69	\$7.44		7.44	7.59	1.12
28	CONSTRUCTION	CARPENTER	4/1/2003	10/27/88	5194	14.43	7.45		Grade 4/ Step 3	\$7.44	\$9.69	\$7.60	-\$0.16	7.60	7.75	1.50
29	CARPENTER SHOP	CARPENTER	4/1/2003	11/12/02	139	0.39	5.28		Grade 4/ Step 1	\$5.38	\$7.32	\$5.39		5.38	5.49	0.03
30	CONSTRUCTION	CARPENTER	4/1/2003	09/22/93	3429	9.53	6.33		Grade 4/ Step 2	\$6.20	\$8.46	\$6.46	-\$0.26	6.46	6.59	0.84
31	CONSTRUCTION	CARPENTER	4/1/2003	01/01/64	14130	39.25	9.56		Grade 4a/ Step 3	\$8.94	\$11.63	\$9.75	-\$0.81	9.75	9.95	5.23
32					26852	74.6										8.72
33																
34	CARPENTER SHOP	CARPENTER, SENIOR	4/1/2003	10/07/77	9174	25.48	10.08		Grade 4a/ Step 3	\$8.94	\$11.63	\$10.28	-\$1.34	10.28	10.49	10.49
35																
36																
37	CONSTRUCTION	CARPENTER/MASON	4/1/2003	09/17/99	1274	3.54	5.30		Grade 4/ Step 1	\$5.38	\$7.32	\$5.41	-\$0.03	5.38	5.49	0.16
38	CONSTRUCTION	CARPENTER/MASON	4/1/2003	01/01/64	14130	39.25	9.56		Grade 4a/ Step 3	\$8.94	\$11.63	\$9.75	-\$0.81	9.75	9.95	3.31
39	CONSTRUCTION	CARPENTER/MASON	4/1/2003	01/01/64	14130	39.25	9.56		Grade 4a/ Step 3	\$8.94	\$11.63	\$9.75	-\$0.81	9.75	9.95	3.31
40	CARPENTER SHOP	CARPENTER/MASON	4/1/2003	11/01/93	3390	9.42	6.20		Grade 4/ Step 2	\$6.20	\$8.46	\$6.32	-\$0.12	6.32	6.45	0.51
41	CARPENTER SHOP	CARPENTER/MASON	4/1/2003	04/14/93	3587	9.96	6.33		Grade 4/ Step 2	\$6.20	\$8.46	\$6.46	-\$0.26	6.46	6.59	0.56
42	CARPENTER SHOP	CARPENTER/MASON	4/1/2003	09/08/86	5963	16.56	7.60		Grade 4/ Step 3	\$7.44	\$9.69	\$7.75	-\$0.31	7.75	7.91	1.11
43					42474	117.98										8.96
44																
45	FOOD SERVICES	CASHIER	4/1/2003	06/25/99	1356	3.77	5.26		Grade 5/ Step 1	\$5.00	\$5.93	\$5.37	-\$0.37	5.37	5.48	0.97
46	RETAIL STORE	CLERK,CASHIER	4/1/2003	02/01/02	420	1.17	4.90		Grade 5/ Step 1	\$5.00	\$5.93	\$5.00		5.00	5.10	0.28
47	RETAIL STORE	CLERK/CASHIER	4/1/2003	03/23/98	1808	5.02	4.90		Grade 5/ Step 2	\$5.74	\$7.06	\$5.00	\$0.74	5.74	5.85	1.38
48	RETAIL STORE	CLERK/CASHIER	4/1/2003	02/14/03	47	0.13	4.90		Grade 5/ Step 1	\$5.00	\$5.93	\$5.00		5.00	5.10	0.03
49	LIGHTHOUSE CAFE	CLERK/CASHIER	4/1/2003	02/07/00	1134	3.15	4.90		Grade 5/Step 1	\$5.00	\$5.93	\$5.00		5.00	5.10	0.76
50	RETAIL STORE	CLERK/CASHIER	4/1/2003	04/03/95	2878	7.99	5.64		Grade 5/ Step 2	\$5.74	\$7.06	\$5.75		5.75	5.87	2.21
51					7643	21.23										5.63
52																
53	SUPPLY	CLERK, lead stock control	4/1/2003	10/17/89	4844	13.46	8.37		Grade 5a/Step 3	\$8.79	\$9.74	\$8.54	\$0.25	8.79	8.97	8.97
54																
55																
56	ENVIRONMENTAL	CLERK	4/1/2003	07/05/96	2426	6.74	5.64		Grade 5/ Step 2	\$5.74	\$7.06	\$5.75		5.74	5.85	0.35
57	WEIGHT HANDLING EQ/WGHT	CLERK	4/1/2003	02/27/01	754	2.09	5.47		Grade 5/Step 1	\$5.00	\$5.93	\$5.58	-\$0.58	5.58	5.69	0.11
58	MEDICAL SERVICES	CLERK I	4/1/2003	01/19/99	1512	4.2	5.88		Grade 5/Step 1	\$5.00	\$5.93	\$6.00	-\$1.00	6.00	6.12	0.23
59	TRANSPORTATION OPERATION	CLERK I	4/1/2003	10/26/01	515	1.43	4.90		Grade 5/Step 1	\$5.00	\$5.93	\$5.00		5.00	5.10	0.07
60	HOUSING SERVICES	CLERK, BILLETING	4/1/2003	11/08/90	4463	12.4	6.76		Grade 5/ Step 3	\$6.90	\$7.64	\$6.90		6.90	7.04	0.78
61	SUPPLY	CLERK, PM/CM	4/1/2003	01/17/96	2594	7.21	7.17		Grade 6/ Step 2	\$5.94	\$7.32	\$7.31	-\$1.37	7.31	7.46	0.48
62	SUPPLY	CLERK, shipping/receiving	4/1/2003	01/01/81	8010	22.25	7.58		Grade 5/ Step 3	\$6.90	\$7.64	\$7.73	-\$0.83	7.73	7.88	1.57
63	SUPPLY	CLERK, SUPPLY	4/1/2003	02/28/02	391	1.09	5.00		Grade 5/Step 1	\$5.00	\$5.93	\$5.10	-\$0.10	5.10	5.20	0.05

[illegible]

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1							Cont. Yr. 6			4/1/02 Pay Range						
2	DEPT. DESCRIPTION	JOB TITLE	Start Date	AUTEC HIRE DATE	Service Days	Years of Service	HOURLY RATE		Grade / Step eff 4/1/2002	Min. Hly Rate	Max. Hly Rate	2% Inc.		Cont. Yr. 7 HOURLY RATE	Est. Cont. Yr. 8 HOURLY RATE	Weighted Ave. Rate
125																
126	JANITORIAL	JANITOR	4/1/2003	05/27/80	8224	22.84	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.97
127	JANITORIAL	JANITOR	4/1/2003	02/01/02	420	1.17	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.04
128	HOUSING SERVICES	JANITOR	4/1/2003	01/11/90	4760	13.22	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.56
129	JANITORIAL	JANITOR	4/1/2003	03/09/99	1462	4.06	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.15
130	JANITORIAL	JANITOR	4/1/2003	08/27/97	2014	5.59	4.55		Grade 1/ Step 2	\$4.97	\$5.23	\$4.64	\$0.33	4.97	5.07	0.23
131	JANITORIAL	JANITOR	4/1/2003	08/31/94	3091	8.59	4.87		Grade 1/ Step 2	\$4.97	\$5.23	\$4.97		4.97	5.07	0.35
132	JANITORIAL	JANITOR	4/1/2003	08/29/96	2372	6.59	4.87		Grade 1/ Step 2	\$4.97	\$5.23	\$4.97		4.97	5.07	0.27
133	JANITORIAL	JANITOR	4/1/2003	10/31/00	871	2.42	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.09
134	HOUSING SERVICES	JANITOR, leader/maintenance	4/1/2003	02/01/02	420	1.17	5.47		Grade 1a/ Step 1	\$5.57	\$5.96	\$5.58		5.57	5.68	0.05
135	JANITORIAL	JANITOR, SENIOR	4/1/2003	12/11/90	4430	12.31	5.30		Grade 1a/ Step 3	\$6.28	\$7.72	\$5.41	\$0.87	6.28	6.41	0.63
136	HOUSING SERVICES	JANITOR/JANITRESS	4/1/2003	10/30/88	5191	14.42	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.61
137	HOUSING SERVICES	JANITRESS	4/1/2003	01/01/70	11970	33.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	1.41
138					45225	125.63										5.36
139																
140																
141	PAINT SHOP	LABORER	4/1/2003	01/01/64	14130	39.25	7.35		Grade 1/ Step 3	\$5.23	\$6.43	\$7.50	-\$2.27	7.50	7.65	4.01
142	ROADS & GROUNDS	LABORER	4/1/2003	10/04/99	1257	3.49	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.22
143	ROADS & GROUNDS	LABORER	4/1/2003	03/12/01	739	2.05	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.13
144	ROADS & GROUNDS	LABORER, (TEMP)	4/1/2003	02/14/03	47	0.13	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.01
145	INSTRUMENTATION SUPPORT	LABORER, groundskeeper	4/1/2003	02/25/81	7956	22.1	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	1.57
146	ROADS & GROUNDS	LABORER	4/1/2003	02/08/02	413	1.15	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.07
147	ELECTRICAL SHOP	LEAD, LABORER	4/1/2003	05/07/02	324	0.9	5.47		Grade 1a/ Step 1	\$5.57	\$5.96	\$5.58		5.57	5.68	0.07
148	PAINT SHOP	LEAD, PAINTER	4/1/2003	05/23/02	308	0.86	7.97		Grade 4a/ Step 1	\$6.44	\$8.80	\$8.13	-\$1.69	8.13	8.29	0.09
149	JANITORIAL	LEAD, technical pest control	4/1/2003	03/27/98	1804	5.01	7.45		Grade 4a/ Step 2	\$7.44	\$10.15	\$7.60	-\$0.16	7.60	7.75	0.52
150					26978	74.94										6.69
151																
152	HOUSING SERVICES	MAID	4/1/2003	02/04/00	1137	3.16	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.06
153	HOUSING SERVICES	MAID	4/1/2003	02/04/00	1137	3.16	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.06
154	HOUSING SERVICES	MAID	4/1/2003	05/13/97	2118	5.88	4.55		Grade 1/ Step 2	\$4.97	\$5.23	\$4.64	\$0.33	4.97	5.07	0.12
155	HOUSING SERVICES	MAID	4/1/2003	01/01/70	11970	33.25	5.38		Grade 1/ Step 3	\$5.23	\$6.43	\$5.49	-\$0.26	5.49	5.60	0.76
156	HOUSING SERVICES	MAID	4/1/2003	03/20/98	1811	5.03	4.55		Grade 1/ Step 2	\$4.97	\$5.23	\$4.64	\$0.33	4.97	5.07	0.10
157	HOUSING SERVICES	MAID	4/1/2003	11/23/87	5528	15.36	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.33
158	INSTRUMENTATION SUPPORT	MAID	4/1/2003	09/24/90	4507	12.52	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.27
159	HOUSING SERVICES	MAID	4/1/2003	09/14/98	1637	4.55	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.09
160	HOUSING SERVICES	MAID	4/1/2003	01/01/85	6570	18.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.40
161	HOUSING SERVICES	MAID	4/1/2003	01/01/84	6930	19.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.42
162	HOUSING SERVICES	MAID	4/1/2003	01/01/85	6570	18.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.40
163	HOUSING SERVICES	MAID	4/1/2003	05/08/87	5723	15.9	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.35
164	HOUSING SERVICES	MAID	4/1/2003	10/28/88	5193	14.43	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.31
165	HOUSING SERVICES	MAID	4/1/2003	10/05/98	1616	4.49	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.09
166	INSTRUMENTATION SUPPORT	MAID	4/1/2003	02/01/97	2220	6.17	4.87		Grade 1/ Step 2	\$4.97	\$5.23	\$4.97		4.97	5.07	0.13
167	INSTRUMENTATION SUPPORT	MAID (TEMP)	4/1/2003	02/14/03	47	0.13	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.00
168	HOUSING SERVICES	MAID, LEAD	4/1/2003	01/01/72	11250	31.25	9.22		Grade 1a/ Step 3	\$6.28	\$7.72	\$9.40	-\$3.12	9.40	9.59	1.22
169	HOUSING SERVICES	MAID, LEAD	4/1/2003	01/01/69	12330	34.25	7.29		Grade 1a/ Step 3	\$6.28	\$7.72	\$7.44	-\$1.16	7.44	7.59	1.06
170					88294	245.28										6.17
171																
172	TRANSPORTATION MAINTENANCE	MECHANIC	4/1/2003	07/26/99	1325	3.68	8.46		Grade 4/ Step 1	\$5.38	\$7.32	\$8.63	-\$3.25	8.63	8.80	1.31
173	TRANSPORTATION MAINTENANCE	MECHANIC	4/1/2003	04/30/02	331	0.92	5.28		Grade 4/ Step 1	\$5.38	\$7.32	\$5.39		5.38	5.49	0.20
174	POWER PLANT	MECHANIC	4/1/2003	07/16/99	1335	3.71	6.20		Grade 4/ Step 1	\$5.38	\$7.32	\$6.32	-\$0.94	6.32	6.45	0.96
175	TRANSPORTATION MAINTENANCE	MECHANIC vehicle/equip. (temp)	4/1/2003	02/21/03	40	0.11	5.27		Grade 4/ Step 1	\$5.38	\$7.32	\$5.38		5.38	5.49	0.02
176	AC & R SHOP	MECHANIC, AC&R	4/1/2003	03/06/00	1105	3.07	5.75		Grade 4/ Step 1	\$5.38	\$7.32	\$5.87	-\$0.49	5.87	5.99	0.74
177	TRANSPORTATION MAINTENANCE	MECHANIC, AUTO	4/1/2003	07/30/97	2041	5.67	8.13		Grade 4a/ Step 2	\$7.44	\$10.15	\$8.29	-\$0.85	8.29	8.46	1.93
178	TRANSPORTATION MAINTENANCE	MECHANIC, AUTO	4/1/2003	04/03/98	1798	4.99	8.90		Grade 4a/ Step 2	\$7.44	\$10.15	\$9.08	-\$1.64	9.08	9.26	1.86
179	TRANSPORTATION MAINTENANCE	MECHANIC, AUTO	4/1/2003	09/27/02	184	0.51	5.85		Grade 4/ Step 1	\$5.38	\$7.32	\$5.97	-\$0.59	5.97	6.09	0.13
180	TRANSPORTATION MAINTENANCE	MECHANIC, AUTO	4/1/2003	02/09/01	772	2.14	6.50		Grade 4/ Step 1	\$5.38	\$7.32	\$6.63	-\$1.25	6.63	6.76	0.58
181					8931	24.8										7.75
182																
183	TRANSPORTATION MAINTENANCE	MECHANIC, HEAVY EQUIP.	4/1/2003	01/01/64	14130	39.25	9.30		Grade 4/ Step 3	\$7.44	\$9.69	\$9.49	-\$2.05	9.49	9.68	9.56
184	TRANSPORTATION MAINTENANCE	MECHANIC, HEAVY EQUIP.	4/1/2003	09/27/02	184	0.51	6.28		Grade 4/ Step 1	\$5.38	\$7.32	\$6.41	-\$1.03	6.41	6.54	0.08
185					14314	39.76										9.66



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1										4/1/02 Pay Range						
2	DEPT. DESCRIPTION	JOB TITLE	Start Date	AUTEC HIRE DATE	Service Days	Years of Service	Cont. Yr. 6 HOURLY RATE		Grade / Step eff 4/1/2002	Min. Hrly Rate	Max. Hrly Rate	2% Inc.		Cont. Yr. 7 HOURLY RATE	Est. Cont. Yr. 8 HOURLY RATE	Weighted Ave. Rate
186																
187	MARINE ENGINE AND MAINTENANCE	MECHANIC, MARINE	4/1/2003	04/01/92	3960	11	10.17		Grade 4a/ Step 3	\$8.94	\$11.63	\$10.37	-\$1.43	10.37	10.58	10.58
188																
189																
190	WEIGHT HANDLING EQ/WGHT	MECHANIC, SENIOR	4/1/2003	03/19/99	1452	4.03	9.38		Grade 4a/ Step 1	\$6.44	\$8.80	\$9.57	-\$3.13	9.57	9.76	9.76
191					51902	144.15										
192																
193	FOOD SERVICES	MESS ATTENDANT	4/1/2003	09/04/91	4167	11.58	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.61
194	FOOD SERVICES	MESS ATTENDANT	4/1/2003	03/27/98	1804	5.01	4.74		Grade 1/ Step 2	\$4.97	\$5.23	\$4.83	\$0.14	4.97	5.07	0.25
195	FOOD SERVICES	MESS ATTENDANT	4/1/2003	03/09/99	1462	4.06	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.19
196	FOOD SERVICES	MESS ATTENDANT	4/1/2003	01/02/01	809	2.25	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.11
197	FOOD SERVICES	MESS ATTENDANT	4/1/2003	10/02/02	179	0.5	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.02
198	FOOD SERVICES	MESS ATTENDANT	4/1/2003	01/01/77	9450	26.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.24	5.34	1.39
199	FOOD SERVICES	MESS ATTENDANT	4/1/2003	05/19/98	1752	4.87	4.48		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.23
200	FOOD SERVICES	MESS ATTENDANT	4/1/2003	07/19/02	252	0.7	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.03
201	FOOD SERVICES	MESS ATTENDANT	4/1/2003	08/10/00	951	2.64	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.12
202	FOOD SERVICES	MESS ATTENDANT	4/1/2003	02/08/00	1133	3.15	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.15
203	FOOD SERVICES	MESS ATTENDANT	4/1/2003	02/08/00	1133	3.15	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.15
204	FOOD SERVICES	MESS ATTENDANT	4/1/2003	10/28/88	5193	14.43	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.23	5.33	0.76
205	FOOD SERVICES	MESS ATTENDANT	4/1/2003	10/15/01	526	1.46	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.07
206	FOOD SERVICES	MESS ATTENDANT	4/1/2003	05/19/98	1752	4.87	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.23
207	FOOD SERVICES	MESS ATTENDANT	4/1/2003	02/04/97	2217	6.16	4.87		Grade 1/ Step 2	\$4.97	\$5.23	\$4.97		4.97	5.07	0.31
208	FOOD SERVICES	MESS ATTENDANT	4/1/2003	04/23/99	1418	3.94	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.19
209	FOOD SERVICES	MESS ATTENDANT	4/1/2003	07/19/02	252	0.7	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.03
210	FOOD SERVICES	MESS ATTENDANT	4/1/2003	07/21/98	1690	4.69	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.22
211	FOOD SERVICES	MESS ATTENDANT (TEMP)	4/1/2003	01/13/03	78	0.22	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.01
212					36218	100.63										5.09
213																
214	HEAVY EQUIPMENT OPERATIONS	OPERATOR, EQUIPMENT	4/1/2003	01/07/00	1164	3.23	5.64		Grade 1/ Step 1	\$4.64	\$4.97	\$5.75	-\$1.11	5.75	5.87	0.13
215	ROADS & GROUNDS	OPERATOR, EQUIPMENT	4/1/2003	01/14/00	1157	3.21	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.10
216	ENVIRONMENTAL	OPERATOR, HAZMAT	4/1/2003	11/23/98	1568	4.36	5.53		Grade 4/ Step 1	\$5.38	\$7.32	\$5.64	-\$0.26	5.64	5.75	0.17
217	ENVIRONMENTAL	OPERATOR, HAZMAT	4/1/2003	05/04/01	687	1.91	5.28		Grade 4/ Step 1	\$5.38	\$7.32	\$5.39		5.38	5.49	0.07
218	HEAVY EQUIPMENT OPERATIONS	OPERATOR, HEAVY EQUIP.	4/1/2003	01/01/64	14130	39.25	8.44		Grade 4/ Step 3	\$7.44	\$9.69	\$8.61	-\$1.17	8.61	8.78	2.36
219	HEAVY EQUIPMENT OPERATIONS	OPERATOR, HEAVY EQUIP.	4/1/2003	04/07/97	2154	5.98	7.78		Grade 4/ Step 2	\$6.20	\$8.46	\$7.94	-\$1.74	7.94	8.10	0.33
220	ROADS & GROUNDS	OPERATOR, HEAVY EQUIP.	4/1/2003	12/02/88	5159	14.33	7.29		Grade 4/ Step 3	\$7.44	\$9.69	\$7.44		7.44	7.59	0.74
221	HEAVY EQUIPMENT OPERATIONS	OPERATOR, HEAVY EQUIP.	4/1/2003	05/05/97	2126	5.91	5.75		Grade 4/ Step 2	\$6.20	\$8.46	\$5.87	\$0.33	6.20	6.32	0.26
222	HEAVY EQUIPMENT OPERATIONS	OPERATOR, HEAVY EQUIP.	4/1/2003	01/14/00	1157	3.21	5.42		Grade 4/ Step 1	\$5.38	\$7.32	\$5.53	-\$0.15	5.53	5.64	0.12
223	HEAVY EQUIPMENT OPERATIONS	OPERATOR, SR., HEAVY EQUIP.	4/1/2003	08/14/98	1667	4.63	7.34		Grade 4a/ Step 1	\$6.44	\$8.80	\$7.49	-\$1.05	7.49	7.64	0.24
224	HOUSING SERVICES	OPERATOR, TELEPHONE	4/1/2003	10/13/98	1608	4.47	5.40		Grade 2/ Step 1	\$4.83	\$5.93	\$5.51	-\$0.68	5.51	5.62	0.17
225	HOUSING SERVICES	OPERATOR, TELEPHONE	4/1/2003	02/20/98	1841	5.11	5.40		Grade 2/ Step 2	\$5.57	\$7.06	\$5.51		5.57	5.68	0.20
226	HOUSING SERVICES	OPERATOR, TELEPHONE	4/1/2003	09/12/97	1999	5.55	5.40		Grade 2/ Step 2	\$5.57	\$7.06	\$5.51		5.57	5.68	0.22
227	HOUSING SERVICES	OPERATOR, TELEPHONE	4/1/2003	09/02/97	2009	5.58	5.40		Grade 2/ Step 2	\$5.57	\$7.06	\$5.51		5.57	5.68	0.22
228	POWER PLANT	OPERATOR, UTILITY PLANT	4/1/2003	01/01/64	14130	39.25	8.85		Grade 4a/ Step 3	\$8.94	\$11.63	\$9.03	-\$0.09	9.03	9.21	2.48
229					52556	145.98										7.82
230																
231	PAINT SHOP	PAINTER	4/1/2003	04/12/02	349	0.97	5.27		Grade 4/ Step 1	\$5.38	\$7.32	\$5.38		5.38	5.49	0.11
232	PAINT SHOP	PAINTER	4/1/2003	08/21/98	1660	4.61	5.29		Grade 4/ Step 1	\$5.38	\$7.32	\$5.40		5.38	5.49	0.54
233	PAINT SHOP	PAINTER	4/1/2003	11/15/00	856	2.38	5.28		Grade 4/ Step 1	\$5.38	\$7.32	\$5.39		5.39	5.50	0.28
234	PAINT SHOP	PAINTER	4/1/2003	01/01/64	14130	39.25	8.09		Grade 4/ Step 3	\$7.44	\$9.69	\$8.25	-\$0.81	8.25	8.42	7.00
235					16995	47.21										7.92
236																
237	PLUMBING SHOP	PLUMBER, MASTER	4/1/2003	02/06/95	2935	8.15	6.30		Grade 4/ Step 2	\$6.20	\$8.46	\$6.43	-\$0.23	6.43	6.56	6.56
238																
239																
240	PROPERTY CONTROL	SPECIALIST, INVENTORY	4/1/2003	08/01/97	2040	5.67	5.04		Grade 6/Step 2	\$5.94	\$7.32	\$5.14	\$0.80	5.94	6.06	0.38
241	SUPPLY	SPECIALIST, INVENTORY	4/1/2003	03/23/98	1808	5.02	7.05		Grade 6a/ Step 2	\$7.12	\$8.80	\$7.19	-\$0.07	7.19	7.33	0.41
242	PROPERTY CONTROL	spec. inventory control (temp)	4/1/2003	11/12/02	139	0.39	5.04		Grade 6/ Step 1	\$5.14	\$6.20	\$5.14		5.14	5.24	0.02
243	HOUSING SERVICES	SPECIALIST, LAUNDRY	4/1/2003	08/08/94	3113	8.65	4.87		Grade 1/ Step 2	\$4.97	\$5.23	\$4.97		4.97	5.07	0.49
244	HOUSING SERVICES	SPECIALIST, LAUNDRY	4/1/2003	12/11/98	1550	4.31	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.23
245	HOUSING SERVICES	SPECIALIST, LAUNDRY	4/1/2003	01/01/74	10530	29.25	5.14		Grade 1/ Step 3	\$5.23	\$6.43	\$5.24		5.24	5.34	1.74
246	HOUSING SERVICES	SPECIALIST, LAUNDRY	4/1/2003	02/05/99	1496	4.16	4.55		Grade 1/ Step 1	\$4.64	\$4.97	\$4.64		4.64	4.73	0.22

[illegible]

## SECTION I            CONTRACT CLAUSES

The following contract clauses are hereby incorporated by reference:

<u>Number</u>	<u>Title</u>	<u>Date</u>
252.201-7000	CONTRACTING OFFICER'S REPRESENTATIVE	(DEC 1991)
52.202-1	DEFINITIONS	(OCT 1995)
52.203-3	GRATUITIES	(APR 1984)
52.203-5	COVENANT AGAINST CONTINGENT FEES	(APR 1984)
52.203-6	RESTRICTIONS ON SUBCONTRACTOR SALES TO THE GOVERNMENT	(JUL 1995)
52.203-7	ANTI-KICKBACK PROCEDURES	(JUL 1995)
52.203-8	CANCELLATION, RESCISSION, AND RECOVERY OF FUNDS FOR ILLEGAL OR IMPROPER ACTIVITY	(JAN 1997)
52.203-10	PRICE OR FEE ADJUSTMENT FOR ILLEGAL OR IMPROPER ACTIVITY	(JAN 1997)
52.203-12	LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS	(JUN 1997)
52.203-7001	PROHIBITION ON PERSONS CONVICTED OF FRAUD OR OTHER DEFENSE-CONTRACT-RELATED FELONIES	(MAR 1999)
252.203-7002	DISPLAY OF DOD HOTLINE POSTER	(DEC 1991)
52.204-2	SECURITY REQUIREMENTS	(AUG 1996)
52.204-4	PRINTING/COPYING DOUBLE-SIDED ON RECYCLED PAPER	(JUN 1996)
252.204-7000	DISCLOSURE OF INFORMATION	(DEC 1991)
252.204-7003	CONTROL OF GOVERNMENT PERSONNEL WORK PRODUCT	(APR 1992)
252.204-7004	REQUIRED CENTRAL CONTRACTOR REGISTRATION	(MAR 1998)
252.205-7000	PROVISION OF INFORMATION TO COOPERATIVE AGREEMENT HOLDERS	(DEC 1991)
52.209-6	PROTECTING THE GOVERNMENT'S INTEREST WHEN SUBCONTRACTING WITH CONTRACTORS DEBARRED, SUSPENDED, OR PROPOSED FOR DEBARMENT	(JUL 1995)
252.209-7000	ACQUISITION FROM SUBCONTRACTORS SUBJECT TO ON-SITE INSPECTION UNDER THE INTERMEDIATE-RANGE NUCLEAR FORCES (INF) TREATY	(NOV 1995)
252.209-7004	SUBCONTRACTING WITH FIRMS THAT ARE OWNED OR CONTROLLED BY THE GOVERNMENT OF A TERRORIST COUNTRY	(MAR 1998)
52.211-15	DEFENSE PRIORITY AND ALLOCATION REQUIREMENTS	(SEP 1990)
52.215-2	AUDIT AND RECORDS - NEGOTIATION	(AUG 1996)
52.215-8	ORDER OF PRECEDENCE -- UNIFORM CONTRACT FORMAT	(OCT 1997)
52.215-19	NOTIFICATION OF OWNERSHIP CHANGES	(OCT 1997)
52.215-21	REQUIREMENTS FOR COST OR PRICING DATA OR INFORMATION OTHER THAN COST OR PRICING DATA - MODIFICATIONS - ALT IV (OCT 1997)	(OCT 1997)
52.216-7	ALLOWABLE COST AND PAYMENT	(APR 1998)
52.219-8	UTILIZATION OF SMALL BUSINESS CONCERNS	(JAN 1999)
52.219-9	SMALL BUSINESS SUBCONTRACTING PLAN	(JAN 1999)
252.219-7003	SMALL, SMALL DISADVANTAGED AND WOMEN-OWNED SMALL BUSINESS SUBCONTRACTING PLAN (DOD CONTRACTS)	(APR 1996)
52.222-2	PAYMENT FOR OVERTIME PREMIUMS para.(a) fill-in: <u>\$0.00</u>	(JUL 1990)
52.222-3	CONVICT LABOR	(AUG 1996)
52.222-21	PROHIBITION OF SEGREGATED FACILITIES	(FEB 1999)
52.222-26	EQUAL OPPORTUNITY	(FEB 1999)
52.222-29	NOTIFICATION OF VISA DENIAL	(FEB 1999)

52.222-35	AFFIRMATIVE ACTION FOR DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA	(APR 1998)
52.222-36	AFFIRMATIVE ACTION FOR WORKERS WITH DISABILITIES	(JUN 1998)
52.222-37	EMPLOYMENT REPORTS ON DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA	(JAN 1999)
52.223-2	CLEAN AIR AND WATER	(APR 1984)
52.223-5	POLLUTION PREVENTION AND RIGHT-TO-KNOW INFORMATION	(APR 1998)
52.223-6	DRUG-FREE WORKPLACE	(JAN 1997)
52.223-10	WASTE REDUCTION PROGRAM	(OCT 1997)
52.223-14	TOXIC CHEMICAL RELEASE REPORTING	(OCT 1996)
252-223-7004	DRUG-FREE WORK FORCE	(SEP 1998)
252.223-7006	PROHIBITION ON STORAGE AND DISPOSAL OF TOXIC AND HAZARDOUS MATERIAL	(APR 1993)
52.225-10	DUTY FREE ENTRY See 252.225-7010 for para. (f)(3) fill-in information	(APR 1984)
252.225-7008	SUPPLIES TO BE ACCORDED DUTY-FREE ENTRY	(MAR 1998)
252.225-7010	DUTY-FREE ENTRY -- ADDITIONAL PROVISIONS	(MAR 1998)
252.225-7012	PREFERENCE FOR CERTAIN DOMESTIC COMMODITIES	(MAY 1999)
252.225-7031	SECONDARY ARAB BOYCOTT OF ISRAEL	(JUN 1992)
52.226-1	UTILIZATION OF INDIAN ORGANIZATIONS AND INDIAN-OWNED ECONOMIC ENTERPRISES	(MAY 1999)
52.227-1	AUTHORIZATION AND CONSENT	(JUL 1995)
52.227-2	NOTICE AND ASSISTANCE REGARDING PATENT AND COPYRIGHT INFRINGEMENT	(AUG 1996)
52.227-10	FILING OF PATENT APPLICATIONS - CLASSIFIED SUBJECT MATTER	(APR 1984)
252.227-7013	RIGHTS IN TECHNICAL DATA - NONCOMMERCIAL ITEMS	(NOV 1995)
252.227-7014	RIGHTS IN NONCOMMERCIAL COMPUTER SOFTWARE AND NONCOMMERCIAL COMPUTER SOFTWARE DOCUMENTATION	(JUN 1995)
252.227-7016	RIGHTS IN BID OR PROPOSAL INFORMATION	(JUN 1995)
252.227-7019	VALIDATION OF ASSERTED RESTRICTIONS - COMPUTER SOFTWARE	(JUN 1995)
252.227-7025	LIMITATIONS ON THE USE OR DISCLOSURE OF GOVERNMENT-FURNISHED INFORMATION MADE WITH RESTRICTIVE LEGENDS	(JUN 1995)
252.227-7030	TECHNICAL DATA - WITHHOLDING OF PAYMENT	(OCT 1988)
252.227-7036	DECLARATION OF TECHNICAL DATA CONFORMITY	(JAN 1997)
52.228-7	INSURANCE - LIABILITY TO THIRD PERSON	(MAR 1996)
52.230-2	COST ACCOUNTING STANDARDS	(APR 1998)
52.230-6	ADMINISTRATION OF COST ACCOUNTING STANDARDS	(APR 1996)
252-231-7000	SUPPLEMENTAL COST PRINCIPLES	(DEC 1991)
52.232-17	INTEREST	(JUN 1996)
52.232-22	LIMITATION OF FUNDS	(APR 1984)
52.232-23	ASSIGNMENT OF CLAIMS - ALT I (APR 1984)	(JAN 1986)
52.232-25	PROMPT PAYMENT	(JUN 1997)
52.232-33	PAYMENT BY ELECTRONIC FUNDS TRANSFER - CENTRAL CONTRACTOR REGISTRATION	(MAY 1999)
52.233-1	DISPUTES	(DEC 1998)
52.233-3	PROTEST AFTER AWARD - ALT I (JUN 1985)	(AUG 1996)
52.237-2	PROTECTION OF GOVERNMENT BUILDINGS, EQUIPMENT, AND VEGETATION	(APR 1984)
52.242-1	NOTICE OF INTENT TO DISALLOW COSTS	(APR 1984)
52.242-3	PENALTIES FOR UNALLOWABLE COSTS	(OCT 1995)
52.242-4	CERTIFICATION OF INDIRECT COSTS	(JAN 1997)
52.242-13	BANKRUPTCY	(JUL 1995)

252.242-7000	POSTAWARD CONFERENCE	(DEC 1991)
52.244-2	SUBCONTRACTS – ALT I (AUG 1998)	(AUG 1998)
252.242-7004	MATERIAL MANAGEMENT AND ACCOUNTING SYSTEM	(SEP 1996)
52-243-2	CHANGES - COST REIMBURSEMENT - ALT II (APR 1984)	(AUG 1987)
252.243-7002	REQUESTS FOR EQUITABLE ADJUSTMENT	(MAR 1998)
52.244-5	COMPETITION IN SUBCONTRACTING	(DEC 1996)
52.244-6	SUBCONTRACTS FOR COMMERCIAL ITEMS AND COMMERCIAL COMPONENTS	(APR 1998)
52.245-5	GOVERNMENT PROPERTY (COST REIMBURSEMENT, TIME AND MATERIAL, OR LABOR-HOUR CONTRACTS) (DEV)	(JAN 1986)
252.245-7001	REPORTS OF GOVERNMENT PROPERTY	(MAY 1994)
52.246-25	LIMITATION OF LIABILITY - SERVICES	(FEB 1997)
52.247-1	COMMERCIAL BILL OF LADING NOTATIONS para.(a) fill-in: Naval Undersea Warfare Center, Detachment AUTECH para.(b) fill-in: Naval Undersea Warfare Center, Detachment AUTECH para (b) fill-in: contacting the office identified in block 12 of the SF 1447.	(APR 1984)
52.248-1	VALUE ENGINEERING	(MAR 1989)
52.249-6	TERMINATION (COST REIMBURSEMENT)	(SEP 1996)
52.249-14	EXCUSABLE DELAYS	(APR 1984)
52.251-1	GOVERNMENT SUPPLY SOURCES	(APR 1984)
252.251-7000	ORDERING FROM GOVERNMENT SUPPLY SOURCES	(MAY 1995)
52.253-1	COMPUTER GENERATED FORMS	(JAN 1991)

**I32-901 SUBMISSION OF INVOICES (COST-REIMBURSEMENT, TIME-AND-MATERIALS, LABOR-HOUR, OR FIXED PRICE INCENTIVE) (NAPS 5252.232-9001) (JUL 1992)**

(a) "Invoice" as used in this clause includes contractor requests for interim payments using public vouchers (SF1034) but does not include contractor requests for progress payments under fixed price incentive contracts.

(b) The Contractor shall submit invoices and any necessary supporting documentation, in an original and four (4) copies, to the contract auditor at the following address: See clause G12, Cognizant DCAA, unless delivery orders are applicable, in which case invoices will be segregated by individual order and submitted to the address specified in the order. In addition, an information copy shall be submitted to the Contracting Officer's Representative (COR) identified in clause G17, COR Appointment, and to NUWCDIVNPT Code 5741 at the following address:

Naval Undersea Warfare Center Division, Newport  
Building 1176, Code 5741  
1176 Howell Street  
Newport, RI 02841-1708

Following verification, the contract auditor will forward the invoice to the designated payment office for payment in the amount determined to be owing, in accordance with the applicable payment (and fee) clause(s) of this contract.

(c) Invoices requesting interim payments shall be submitted no more than once every two weeks, unless another time period is specified in the Payments clause of this contract. There shall be a lapse of no more than 30 calendar days between performance and submission of an interim payment invoice.

(d) In addition to the information identified in the Prompt Payment clause herein, each invoice shall contain the following information, as applicable:

- (1) Contract line item number (CLIN)
- (2) Subline item number (SLIN)
- (3) Accounting Classification Reference Number (ACRN)
- (4) Payment terms
- (5) Procuring activity
- (6) Date supplies provided or services performed

(7) Costs incurred and allowable under the contract

(8) Vessel (e.g., ship, submarine or other craft) or system for which supply/service is provided

(e) A DD Form 250, "Material Inspection and Receiving Report",

☐ is required with each invoice submittal.

☐ is required only with the final invoice.

☒ is not required.

(f) A Certificate of Performance

☒ shall be provided with each invoice submittal.

☐ is not required.

(g) The Contractor's final invoice shall be identified as such, and shall list all other invoices (if any) previously tendered under this contract.

(h) Costs of performance shall be segregated, accumulated and invoiced to the appropriate ACRN categories to the extent possible. When such segregation of costs by ACRN is not possible for invoices submitted with CLINS/SLINS with more than one ACRN, an allocation ratio shall be established in the same ratio as the obligations cited in the accounting data so that costs are allocated on a proportional basis.

#### **I52-2 CLAUSES INCORPORATED BY REFERENCE (FAR 52.252-2) (FEB 1998)**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

<http://www.arnet.gov/far/>

## ATTACHMENT 21

The following are questions and comments from Industry regarding the AUTECH draft solicitation. The questions and comments have been edited for brevity and clarity.

-----

1. Paragraph (c), refers to FAR 52.216-8, Fixed Fee. No cited CLIN mentions the applicability of a fixed fee. Please clarify the purpose of the reference to this FAR clause.

A: The reference to fixed fee has been deleted from the clause.

2. Provision BX18 contemplates a CPIF arrangement in addition to the Award Fee governed by RFP Attachment 8. A target fee of 2.5% at target cost has been established by the Government. The Government has also established a maximum fee of 3.5%. No minimum fee or share ratios for outcomes above or below target cost have been mandated (FAR52.216-10, "Incentive Fee"). Will Offerors be invited to propose these missing elements?

A: The maximum incentive fee is 3.5% of the amount negotiated for CLIN 0001 or CLIN 0002 (whichever is awarded). The maximum fee will be awarded if actual costs are 5% or less than target. Minimum incentive fee is zero which will occur when the contractor overruns the amount proposed for CLIN 0001 / 0002 by 5% or more - see clause 52.216-10 Incentive Fee paragraph (e) fee payable.

3. According to provision B52X, Incentive Fee will be payable every six months concurrent with earned award fee for that same period. No mechanism, however, has been provided to permit computation (from the maximum incentive fee set forth in provision BX18) of the incentive fee earned on a semi-annual basis. Please clarify.

A: Clause B52X has been revised to allow offerors to take the amount proposed for CLIN 0001/0002 and divide it into six pools such that the incentive fee can be applied against each six month period to arrive at the incentive fee payable.

4. CLIN 0001, Base, provides for services per the PWS from contract effective date to 36 months after contract effective date. Is this base period considered to be a multi-year contract as defined by FAR 17.103 and as authorized by DFARS 217.171, "Multi-year contracts for services." If so, and in view of the likely need to invest in aviation related assets and retail inventory, will Offerors be provided the opportunity to propose a cancellation ceiling?

A: Due to the fact that this contract is a cost reimbursement contract, a cancellation ceiling is not applicable.

5. CLIN 0001, Base, provides for services per the PWS from contract effective date to 36 months after contract effective date. Provision L-16, "General Information", requires Offerors to submit a proposal for a 90 day transition-in period that would begin 1 January 2005 and end 31 March 2005. Is a separate CLIN contemplated for transition-in?

A: No.

6. Is the 90 day transition-in period in addition to the 36 months cited in CLIN 0001?

A: No.

7. What is the planned effective date of the contract?

We plan on awarding the contract not later than 12-31-04. The contract's period of performance starts on 4-1-05.

8. Is a separate CLIN contemplated for any transition-out activities?

A: No.

9. Section L34X, paragraph I (A), contains the following: "NOTE: Nothing in these instructions or the Performance Work Statement is intended to dictate your organizational structure.". Paragraph III then goes on to require that Offerors provide three (3) managers (Key Personnel), as well as five (5) additional (Non-Key) managers. Please resolve the apparent contradiction.

A: The Government considers the three Key manager positions to be crucial to the success of this contract. The contractor is free to offer alternatives if these positions are considered to significantly constrain organizational options. Defined non-Key positions PQS's are offered as examples of personnel qualifications to be considered by the contractor and are not mandatory.

10. With respect to paragraph II. (E), information technology approach, it would be helpful if specific PWS paragraphs/Appendices could be identified when referring to PWS elements or requirements that must be addressed.

A: It is the responsibility of the individual offeror's to match PWS/Appendices to the requirements of L34X..

11. Paragraph II. (E), information technology approach, clearly permits or even encourages flexibility in the proposal of an IT solution. However, the PWS paragraph 1.3 (in particular the fourth and fifth paragraphs of 1.3) appears to leave no room for the Contractor to propose hardware or software innovations. Please clarify.



A: Offerors are required to adhere to the requirements of paragraph 4 and 5 of Section 1.3, which implements non-discretionary IAVA standards. Otherwise, innovations are encouraged.

12. Paragraph II. (E), information technology approach, subparagraph (3) states: "It is the Government's intention to allow transfer of existing software licenses for Gold, PeopleSoft, Cognos Powerhouse, and other associated support software to the successful Offeror should the Offeror wish to initiate such a transfer and obtain approval from the software vendor. Offerors must include all costs associated with such transfers as part of their proposal." Please provide information with respect to the referenced license agreements as follows: 1) What specific modules of each product are licensed? 2) Who is the official licensee? 3) What are the terms (dates and prices) of the current licenses?

A: L34X will be modified to include the requested information. All licenses are in the possession of the Government and no transfers will be required.

13. The "Past Performance" sub factor (IV. (A)) requires the identification of 10 service contracts or subcontracts with a value exceeding \$5M in process or completed in the past three years. There is no requirement that relevance to the AUTECH project be identified/established or that there is any preference for relevant current or past performance data. However, Section M provision M32X, paragraph (c) (4), "Past Performance" indicates that the relevance of the past performance information may be considered for evaluation purposes. It further states that an Offeror without a record of relevant past performance will not be evaluated favorably or unfavorably on past performance. Please clarify.

A: Clause L34X has been revised to address these and other points related to Past Performance.

14. This sub factor only addresses past performance as a prime or subcontractor. Can experience as a joint venture partner or as a participant in a teaming arrangement be cited?

A: Yes.

15. Are the "key" personnel referred to in paragraph (b), Labor Costs, the same as the three key personnel positions identified in paragraph III. (5) of provision L34X, Technical Proposal?

A: Yes.

16. Can the Government provide the rationale/logic behind the statement in paragraph (b) (2) that the Service Contract Act (SCA) does not apply to this procurement? The Employment Standards Administration Wage and Hour Division of the Department of Labor (DoL) advises in frequently asked questions (FAQs) ([www.dol.gov/esa](http://www.dol.gov/esa)) that “If a portion of the contract services is performed within the United States and a portion is performed outside of the United States, the SCA applies to the portion performed in the United States.”

A: As a result of further investigation, a decision has been reached that the Service Contract Act must be applied to this solicitation. Accordingly, clauses H83, I22-42, Standard Form 98a, and DOL Wage Determinations as applicable to the current contract are provided for informational purposes.

17. With respect to paragraph (b) (2), absent DoL Wage Determinations (Service Contract Act) applicable to CONUS based non-exempt labor, how will the adequacy of proposed wages and benefits be determined for the purposes of the cost realism analysis?

A: As noted above, the Service Contract Act is applicable to this solicitation.

18. Paragraph (b) (3) advises that the minimum wage rates identified as applicable to certain Andros based US labor categories result from an independent study contracted by the Government. In order to assess the credibility of the study methodology it is suggested that the study be made available to potential Offerors.

A: Clause L41X “Indigenous Wage and Fringe Benefit Information” has been added.

19. How do these recommended minimum (Andros Is.) rates compare to the rates currently being paid for these labor categories by the incumbent Contractor?

A: In general, the rates set forth in the pay and benefits study are higher than those currently being paid.

20. Can it be assumed that the minimum wage rates discussed in paragraph (b) (3) and cited in Attachment 11 are applicable to the midpoint of the first annual performance period?

A: Yes.

21. With respect to paragraph ((b) (3), does the Government intend to recommend a particular level of non-statutory fringe benefit to be applied to these recommended minimum direct labor rates for the identified Andros based labor categories occupied by US personnel?

A: No.

22. The labor categories referenced in paragraph (b) (3) would generally be classified as non-exempt labor categories if employed in CONUS. Can the Government provide the rationale/logic behind establishing recommended minimum direct labor rates for certain non-exempt categories occupied by US personnel on Andros, while eliminating Service Contract Act mandated minimum wage rates for non-exempt personnel in CONUS?

A: The Service Contract Act will now be applicable to this procurement.

23. Paragraph (b) is silent on the subject of minimum pay and benefits for indigenous Bahamian personnel. Does the Government intend to provide the labor categories and current hourly wage rate schedule for Bahamian employees maintained by the incumbent Contractor? Will any mandatory fringe benefits beyond the Bahamian National Insurance program be required?

A: Information on current pay and fringe benefits for Indigenous personnel will be provided.

24. Paragraph (b) is also silent on the subject of any minimum number of Bahamian employees that Offerors must propose. Does the Government intend to specify such a requirement?

A: Refer to section L34X, section I (C) (2).

25. The paragraph (d) (1) statement regarding material and travel costs that "Offerors are required to distribute these sums among subcontractors consistent with their technical proposal." is unclear. Does this statement mean that the Government identified material and travel estimates are inclusive of the cost of any subcontract proposed by the Offeror, or merely that any subcontractor proposed material and travel cost must, effectively, be deducted from the cited amounts in paragraphs (d)(2) and (d)(3)?

A: Subcontractor proposed material and travel costs must be deducted from the cited amounts in paragraphs (d)(2) and (d)(3).

26. Please advise what types of material expenses are contemplated by the paragraph (d) (2) annual estimates. Is it exclusively set aside for what has been historically known as Government authorized "Open Purchases" required to support AUTECH, or does it also include routine day to day Contractor expenditures for "materials" (office supplies, leases, non-capitalized IT equipment and related support services, as examples)?

A: Material costs cited in L40 include all purchases (both Government-authorized and routine) to be incurred as part of contract performance.

27. Should these "materials" be proposed separately as an "Other Direct Cost?"

A: No.

28. Is a Small Business Subcontracting Plan required in connection with the annual material estimates?

A: No.

28. Paragraph (d) (3) advises that the Government furnished annual travel estimate “includes travel and subsistence for work at alternate work sites”. Does the statement effectively encompass all employee travel under the contract, or are certain types of travel (employee training for example) which must be proposed separately?

A: The travel costs cited in L40 are inclusive of all travel (regardless of reason) expected to be incurred under the contract.

29. The paragraph (d) (3) statement “Note: Travel costs for the option are the same as the basic” is not understood. Please clarify.

A: Whether you are proposing on the base (CLIN 0001) or on the option (0002) the amount to be put in your cost proposal for travel is the same amount.

30. PWS paragraph 3.3 advises Offerors that an air terminal building is available for acquisition. Is there a monthly ground lease amount associated with the air terminal building at PBI airport; and, if so, what is that amount and for what period of time?

A: Yes; payment data will be provided in Clause L40 “Cost Proposals”.

31. Assuming that the estimated annual materials amounts (paragraph (d) (2)) do not include expenses such as the examples cited in question above, request the Government identify categories of “Other Direct Cost” (ODC) historically experienced at AUTECH. Also, if there are pre-established amounts for ODC items such as depreciation schedules for offered capital assets or mandatory leasing amounts (air terminal ground lease) as discussed in 13. above, please advise.

A: Data will be provided in Clause L40 Cost Proposals.

32. PWS paragraph 3.3.2.8 states that the Contractor shall collect passage fees under various circumstances and further use the aircraft to enhance Contract cost recoveries when not fully engaged in direct mission support. Will these “cost recoveries” be used to offset incurred Contractor cost?

A: Cost recoveries revert to the Government as debits to monthly voucher totals.

33. Will the Navy provide estimated annual project-wide cost recoveries for the Offeror’s use in preparing the required cost proposal?

A: No. Cost recoveries are not part of an offeror’s cost proposal.

34. PWS paragraph 3.6.2.37 states that the Contractor shall be responsible for purchase of inventory items for AUTECH Recreational Association (ARA) retail activities. PWS paragraph 3.6 also states that the “ARA must fund itself with profits generated through the operations of its facilities.” Is the inventory purchase price (provision L15) part of the initial estimated annual purchase amount (paragraph (d) (2)) or should it be proposed as an “Other Direct Cost”?

A: The acquisition of the ARA assets is not part of the inventory purchase price and it is not an authorized ODC to the contract as title to the material does not pass to the Government.

35. In terms of provision L40, “Cost Proposal”, what is meant by the PWS statement “ARA must fund itself with profits generated through the operation of its facilities.”?

A: Any and all ARA costs that may be incurred by the contractor are not an allowable charge against the contract.

36. What facilities are provided for use by the ARA? Is the ARA responsible for maintaining these facilities?

A: See 3.6.3.25 of the PWS. The Government is responsible for facility maintenance.

37. L100X Advanced Cost Agreement: What is the purpose of this provision in terms of Section L, Information to Offerors? Does it have any relevance to the content of the Offeror’s cost proposal as currently required by provision L40, Cost Proposal?

A: L40X has been modified to clarify the relationship to the Advanced Cost Agreement.

38. Will provision L40 be amended to reflect a requirement for Offerors to propose/support a G&A rate ceiling as reflected in L100X, paragraph (g)?

A: See above.

39. Will provision L100X be moved to Section H, Special Contract Requirements at time of award?

A: Yes, L100X will be changed to H100X.

40. It is suggested that the M32X paragraphs under each of the “Technical Capability subfactors” (“Management Approach”, “Technical Approach”, “Personnel” and “Past Performance”) be identified (by an appropriate numeric/alpha designator) so as to correspond to the relevant/applicable paragraphs of provision L34X..

A: Under consideration.

41. The “Technical Capability” subfactors, have been identified as equal in importance (paragraph (a) (2)). Can it be assumed that within the “Management Approach” (paragraph (c) (1)) and “Technical Approach” (paragraph (c) (2)) subfactors, that each of the applicable sub-sub factors are also equal in importance? For instance under “Management Approach”, are proposed “innovations and efficiencies” equal in importance to the proposed “approach for managing subcontract efforts”? Similarly, under the “Technical Approach” will the “approach to providing information technology and associated systems” be considered equal in importance to the proposed “approach to acoustic tracking equipment”?

A: L34X has been modified. The sub-sub factors are equal in importance.

42. Please clarify the statement under paragraph (a) (2) regarding the proposal risk assessment that reads, “This technical proposal risk assessment will be given consideration commensurate with the result of the technical evaluation.” Does this mean that the proposal risk assessment is equal in importance to the combined importance of the respective “Technical Capability” sub factors? Against what criteria will proposal risk be evaluated? What are the applicable risk rating standards?

A: Additional language will be provided in the solicitation regarding risk assessment and standards.

43. Paragraph (c) (2) (a), under the “Technical Approach” sub-factor, lists six elements ((i) testing and infrastructure support, (ii) maintenance approach, (iii) scheduling and coordination process, (iv) test planning and conduct, (v) target management, and (vi) acoustic tracking equipment management approach) under the heading of sub-sub factor, “Maintenance and Operations Function”. However, provision L34X, paragraph II (A), “Maintenance and Operation Function”, includes only the first three elements. Test planning and conduct (iv), target management (v), and acoustic tracking equipment management approach (vi) are stand-alone sub-sub factors in provision L34X and correspond to paragraphs II (B), II (C) and II (D) respectively. Please clarify. Additionally, it is unclear as to what evaluation criteria are applicable to each of the six “Technical Approach” sub-factor elements identified above.

A: Clause M32X has been revised to provide more clarity.

44. Paragraph (c) (2) (b), under the “Technical Approach” sub-factor, lists evaluation criteria applicable to the sub-sub factor “Information Technology”. These criteria, however, do not correspond to the information technology proposal requirement, provision L34X, paragraph II (E), and specifically the requirements of subparagraphs (1) through (4). Please clarify.

A: Clause M32X has been revised.

45. Paragraph (c) (3), “Personnel”, provides evaluation criteria for this sub-factor. With the exception of the reference to a sound approach for providing key people over the life of the contract, these criteria do not correspond to the “Personnel” proposal requirement, provision L34X, paragraph III, and specifically the requirements of subparagraphs (1) through (3). Please clarify.

A: The information required by Clause L34X section III will allow the Government to make the evaluation specified in Clause M32X section (3).

46. Additionally, with respect to paragraph (c) (3), Personnel, the reference to a personnel compensation plan is not understood in the context of the technical evaluation of this proposal. Wouldn't the adequacy and realism of personnel compensation be a matter evaluated as part of the cost realism assessment?

A: Clause M32X has been revised to delete the reference.

47. Paragraph (4), “Past Performance” fails to address how the past performance assessment will be accomplished. Assessment criteria and rating standards are not identified. Additionally, the relevancy of past performance information is mentioned but it is not clear whether relevancy will be a primary focus. In any event, relevancy is not mentioned at all as a requirement in provision L34X, paragraph IV, “Past Performance”. Please clarify.

A: Past Performance will be revised to include addition information.

AUTEC Draft RFP Attachment 2 Performance Work Statement (PWS)

48. PWS page 5, fourth paragraph, states, in part, that (AUTEC's) Deep Water Range operates approximately 3,500 hours/year, with tests normally scheduled six days/week, but can be scheduled for 7 days per week, major holidays excluded. PWS page 35, paragraph 2.1.3.1, states that total (annual) Range Test Hours are approximately 3,500, and paragraph 2.1.3.3 states that (support for customer) range test operations are scheduled Sunday through Saturday, holidays included.

Please resolve the apparent contradiction in terms of days per week (including or excluding holidays) that tests are normally scheduled.

A: The PWS will be revised to include additional/clarifying information.

49. PWS page 14, paragraph 1.1.2.6, states that “The Contractor shall provide facilities at the West Palm Beach International Airport to maintain required transport/cargo aircraft; warehouse material enroute to and from Andros Island; and to check-in/ load Andros Island-bound passengers...”. PWS page 95, fourth paragraph, states, in part, that an air terminal (at PBIA) and for Contractor-owned aircraft are made available for acquisition for purposes of satisfying the requirements of this specification (PWS?). As phrased, these requirement statements seem to preclude other alternatives from being pursued. Is this indeed the Government's intent?

A: The Government requires offerors to submit offers were they assume ownership of the AUTECH aircraft and airport facilities. The solicitation also allows for offerors to submit alternate proposals on how they would meet the government's air services requirement. The alternate proposal may or may not include the acquisition of the AUTECH aircraft/airport facilities.

50. PWS page 39, paragraph 2.2 (Data Processing and Analysis), addresses, in part, the need for periodic calibration and tracking accuracy verification tests. Page 40, paragraph 2.2.2.5, requires that "The Contractor shall develop and conduct independent periodic calibration and tracking accuracy verification tests." Page 41, paragraph 2.2.3.6, requires the Contractor to provide systems analysis functions to include "Range Recertification and other periodic tests." Appendix 2.2 provides a table of calibrations/certification tests to be performed. PWS page 44, paragraph 2.3.2.6 (Range Test Systems), requires "The Contractor shall take periodic measurements on the Deep-water and AMSWR underwater tracking ranges to insure that the system is operating within specification." Page 47, paragraph 2.3.3.2, states that "The Deep-water System Engineer shall take calibration measurements on the underwater tracking system at weekly intervals." As phrased, the same requirement to assess tracking range accuracy seems to be tasked in both Chapters 2.2 and 2.3. Please clarify as to whether or not these are separate test requirements.

A: These are separate test requirements. The requirements of chapter 2.2 require end to end tracking accuracy tracking verification tests for each of the tracking data acquisition systems. Chapter 2.3 prescribes the requirements for the in-water system operators to take periodic measurements of the underwater system between the hydrophones and the digital signal processors.

51. PWS page 51, paragraph 1.3.2.12, the last sentence seems to have been intended to be a separate paragraph, as it starts "13. Contractor shall provide...". Please clarify if this was intended to be a separate paragraph and, if so, provide a number and renumber subsequent paragraphs as necessary.

A: The error has been corrected.

52. PWS page 54, paragraph 2.3A.3.4, provides a peak workload estimate for AIRS in terms of operating hours/ month, but omits any estimate of the periodicity at which such months may be expected to occur. Please clarify the peak workload periodicity for the AIRS.

A: Peak workload periodicity for AIRS is three peak months per year.

53. PWS page 56, paragraph 2.4 (Underwater Targets), denotes the presence of an Acoustic Command Link (ACL) Controller, in the Command and Control Building, used for purpose of changing target movements or initiating emergency target shutdown. In subsequent sections, such as 2.4.2 Requirements and 2.4.3 Workload Factors, however, no further mention is made of any requirement for the Contractor to maintain or operate the ACL Controller. Please provide clarification as to whether or not



the above cited omissions were in error or intentional. If in error, please provide appropriate requirements and workload statements.

A: Para 2.4.2.9 requires the target system controller to operate the ACL controller. The workload factor for the control of ACL can be extracted from 2.4.3.1 / 2.4.3.4 . We will provide a statement with the appropriate workload requirements/factors.

54. PWS page 59, paragraph 2.4.6, provides a Performance Requirements Summary Table for Underwater Targets. The second Performance Objective, “Prep to Launch Ratio”, appears to be a direct function of changes to the Range Schedule rather than something that the Contractor can control. Please consider omitting this as a performance requirement, or provide explanation as to how the Contractor might influence the actual performance.

A: Performance requirement is a NAVSEA objective and the contractor has some control via the proper selection of target geometry programming considering the ensuing tests on the range test schedule, and being aware the prepared target remains valid for use for 30 days after the initial preparation.

55. PWS page 54, paragraph 2.5.3.3, provides an estimate of peak workload for ExTorp prep/post-run. Note is made that the included table does not include workload peaks driven by PCO operations. Attachment 4, Government Estimated Manning Level, projects that 15 FTEs are sufficient to perform the Exercise Weapons and Ordnance function. Please clarify if the estimate of 15 FTEs includes consideration of the peak post-run workload driven by submarine PCO ops.

A: The 15 FTE cited does not include the PCO peak workload. The 15 FTE has to be increased by 5, to cover PCO exercises.

56. PWS page 68, paragraph 2.6.3.1, requires that the Contractor be able to support three simultaneous launch evolutions. Attachment 4, Government Estimated Manning Level, projects that 4 FTEs are sufficient to perform the Launch and Recovery Function. Please clarify if the estimate of 4 FTEs includes the effort needed to support three simultaneous launch evolutions.

A: Additional manning for marine support is provided in marine FTE's (chpt. 3.2)

57. PWS page 68, paragraph 2.6.3.5, provides annual estimate of 900 (from 700) Range User-launched exercise weapons. This is the same number cited in the current AUTECH Contract. Please clarify if the estimated number of 700 includes the 140 MK-48 ExTorps projected to result from the two annual submarine PCO operations.

A: Yes – the number includes all exercise weapons.

58. PWS page 79, paragraph 2.9.3.2, states that “83 WHE/MHE/OHE certifications are typically required per month.” This equates to nearly 1000 items of weight/material/ordnance handling equipment requiring certification annually. The number cited in the current AUTECH contract is 200 certifications annually (or 16.6/mo). Please verify that the stated number of monthly certifications is correct.

A: The estimate in paragraph 2.9.3.2 for individual item certifications monthly is correct.

59. PWS page 84, paragraph 3.1. (Public Works), makes reference to a Bahamian commercial vendor (that) provides (trash) collection/compaction equipment at Site 1, and transportation of trash to Nassau for disposal. Subsequent sections of the PWS, such as 3.1.2 Requirements and 3.1.3 Workload Factors, however, omit mention of any required relevant action(s) on the part of the Contractor. Please clarify whether or not the cited vendor services are procured (i.e. sub-contracted) separately by the Government., and whether or not the cited omissions were in error or intentional. If in error, please provide appropriate requirements and workload statements.

A: Language will be added stating that the Bahamian commercial vendor is provided under separate contract. Language will be added to 3.1.2.16 changing “maintained” to “provide” garbage collection.

60. PWS page 86, paragraph 3.1.2.10, cites requirement for managing ozone depleting substances (ODSs), however, the seemingly appropriate Navy Applicable Document (OPNAVINST 5090.2) is not listed in paragraph 3.1.1. Also, paragraph 3.1.2.1 cites requirement for providing a Pest Control program, however, the seemingly appropriate Navy Applicable Document (OPNAVINST 6250.4) is not listed in paragraph 3.1.1 (both are, however, listed as Applicable Documents in Chapter 3.5). Please provide clarification as to whether or not these references were omitted here intentionally or in error.

A: Both documents have been added to the applicable documents, 3.1.1.

61. PWS page 87, paragraph 3.1.2.14 cites requirement for the Contractor to procure services of a Florida state-certified environmental laboratory for independent analysis of AVJET fuel, potable water, wastewater samples, etc. as required. Analysis of fuel quality is not knowingly an environmental laboratory function. Please clarify if it is the Government’s intention that it is fuel contamination of the environment, not fuel quality, that it desires to have analyzed. If it is fuel quality that the Government desires to be sampled, the seemingly appropriate Navy Applicable Document, DoD Publication 200G, is not listed in paragraph 3.1.1.

A: The government requires both types of analyses. Fuel contamination samples are typically water samples that are checked for fuel contamination. Fuel quality samples are quality of fuel received against specification required (particularly AVJET).

62. PWS page 87, paragraph 3.1.2.17, requires the Contractor provide a Qualified Recycling Program (QRP), and paragraph 3.1.2.18 requires the Contractor collect/dispose of non-hazardous waste engine oil. Paragraph 3.1.3 omits any estimate of the annual volume of these items. Can the Government provide estimates of the amounts of recyclable materials and used non-hazardous engine oil currently disposed of?

A: This year we recycled 80,000 pounds of cardboard, aluminum and steel. Typically we dispose of 18 drums of waste oil either through recycle or DERMO.

63. PWS page 88, paragraph 3.1.2.26, states “The Contractor shall provide a minimum civil, electrical, mechanical and architectural engineering capability.” for planning repair and construction projects. PWS page 88, paragraphs 3.1.2.27 and 3.1.2.28, require that the Contractor shall provide ongoing assessment of AUTECH’s test support capabilities and shall define modifications, new technical approaches, improvements, or other changes to AUTECH’s test support instrumentation systems/equipment/core capabilities. The requirements cited in paragraphs 3.1.3.27 and 3.1.2.28 do not seem to relate either to Public Works, in general, or to Civil /Construction Engineering. Rather, they appear to be Range Engineering tasks as might be associated with Range Performance Assessments, etc., as found in Chapter 2.2. Please clarify as to whether or not the Government intended that Offerors should address Range Engineering tasks within the Public Works area.

A: Language has been added to clarify the requirement that both Test and Base engineering functions are interrelated and can be done by one coordinated function.

64. PWS page 94, paragraph 3.2.3.11, third bullet appears to be an incomplete sentence. Please clarify whether or not there is more than one such 22-foot boat, and what the intended usage is.

A: PWS has been modified.

65. PWS page 98, paragraph 3.3.3.6, provides estimated helicopter workload factors, but does not state whether only one helicopter is required to be operated at any one time or if two helicopters will be required to operate simultaneously. Please clarify whether one or two helicopters will be required to be operated at any one time.

A: Language has been added to clarify that AUTECH customers require 100% availability of air lift services. Taking into account maintenance and unexpected failure, two operational airframes are needed. For our current operation, this translates into only one helicopter required at any time.

66. PWS page 100, paragraph 3.4.2.4, tasks the Contractor to provide life cycle control of all hazardous material procured for use at AUTECH, and makes reference to doing this “...in accordance with the Final Governing Standards.” No further explanation of this reference is provided, until it appears as an Applicable Document in Chapter 3.5. Please consider adding this item to the Applicable Documents cited in paragraph 3.4.1.

A: This reference has been added to the 3.1.1 list.

67. PWS page 104, paragraph 3.5.1 sixth line, cites 40 CFR; EPA Standards, as an Applicable Document, but lists no specific Parts. Please consider listing those parts which are applicable to AUTECH.

A: 40 CFR uses considerable cross references across Parts. Applicability to AUTECH is broad.

68. PWS page 110, paragraph 3.6.2.9, requires that the Contractor assess and collect Government established meal fees from personnel using the messing facilities at AUTECH. Verbiage in the prior contract stated that employees of the Contractor, as well as those of sub-Contractors, assigned to AUTECH's various Andros Island sites were allowed to eat at no charge. Please clarify whether or not is the Government's intention to now assess Andros Island-assigned Contractor/sub-Contractor personnel for meals eaten.

A: .The no-charge policy has not changed.

69. Attachment 3, PQSs (various) specify Educational, as well as General Professional and Specialized Experience requirements. No provision is made for allowing substitution of additional years of experience for the stated educational requirement. Please consider allowing such substitution, unless a degree is actually required by the nature of the work to be performed.

A: Defined non-Key PQS's are offered as examples of personnel qualifications to be considered by the contractor and are not mandatory. .

70. Attachment 3, PQS form for Manager, Program/Project-Base, makes reference, under Specialized Experience, to experience with "ABS licensed vessels". Should this not read "ABS inspected vessels", as the American Bureau of Shipping is not a licensing authority?

A: Correct. Language will be changed.

71. Attachment 3, PQS for Engineer II-Marine Engineer, contains a requirement that (the individual) must hold a Bachelor's degree in any engineering discipline or Naval Architecture with three (3) years professional experience as a Marine Engineer...." Additionally, the individual must hold a current, valid U.S. Coast Guard engineering license for the equivalent tonnage, class, and horsepower of AUTECH vessels." The U.S. Coast Guard issues licenses for (vessel) Chief Engineers, as well as for 1st, 2nd and 3rd Assistant Engineers. Is it the Navy's intent that one or more licensed vessel engineers also be qualified to fulfill the role of a Marine Engineer? If this is the case the requirement appears unrealistic and very difficult and costly to staff.. Please clarify.

A: It is not the government's intention that the vessel engineers be qualified to fulfill the role of the Marine Engineer. The Marine Engineer is a degreed engineer. The vessel engineers are Coast Guard licensed shipboard equipment operators.

72. Paragraph 1.0 uses the terminology "target fee" as a descriptor of what a Contractor may earn in addition to the award fee. Should not the terminology refer to the potential "maximum fee" permitted by FAR 52.216-10, "Incentive Fee"?

A: The Award Fee Plan has been revised to make the change.

73. Paragraph 2.1 refers to the exclusion of food, material, purchased services and related material handling and G&A expense from the "annual fee" defined in paragraph 2.2. Should this not read "three year cost base" vice "annual fee"?

A: The award fee plan has been revised in this section to allow offerors to add into their target costs 50% of the corresponding material estimate as cited in Clause L40X, Cost Proposal. A corresponding change has been made to Clause B18X.

74. Paragraph 3.3.1 refers to specific tasks/objectives, as shown in enclosure (1). There is no enclosure to this attachment. The reference may more appropriately be paragraph 6.0, subparagraph 2.

A: The Award Fee Plan has been revised accordingly.

75. Paragraph 6.0., subparagraph 2. advises that performance of specific tasks and achievement of established objectives in each Functional Area, will be evaluated in accordance with the criteria identified following subparagraphs 2.a., Management; 2.b. Test Operations Support, and; 2.c., Base Operations Support, respectively. The elements of each Functional Area to be evaluated do not seem to necessarily correlate with Performance Work Statement Chapters 1.0-1.3, General Management; 2.0-2.10, Test Operations; and 3.0-3.6, Base Operations.

A: This section of the award fee plan will be revised to align it with the PWS.

76. What will be the process for "blending" these more subjective evaluation criteria with the more objective performance measurement criteria set forth in paragraph 7.0, subparagraphs 2A through 2.C.?

A: The information provided in section 7.0, paragraphs 2A through 2c are provided as examples. The Government will reexamine this area of the Award Fee Plan to determine if further clarification is required.

77. Does RFP Attachment 10, Sample Measures of Merit have any relevance to the Award Fee Plan?

A: Attachment 10 is provided as an example of the areas that are reviewed with the incumbent contractor as part of the process currently used to determine award fee. The attachment is provided for informational purposes only.

78. There does not appear to be complete correlation between the recommended minimum wage rates in Attachment 11, Part A, and the job descriptions that immediately follow. There is no job description for an Accounting Clerk III for which there is a wage rate for example. Conversely, there is no wage rate for the Air Traffic Control Specialist job description. Please clarify.

A: The Pay and Benefits study is not all- inclusive; however, it provides a baseline from which offerors are expected to establish a reasonable relationship to those wage rates not covered.

79. Paragraph 2.3, together with Appendix 1, "Technical"; and Appendix 2, "Cost Control"; describes a subjective evaluation procedure which will lead to a unilateral Government determination with respect to award of each award term period. It is not understood why this process would be subjective when, for each three year performance period, there will be a record of five semi-annual award fee scores available, plus 30 months of actual cost performance against a pre-established target cost. It is suggested that while the Government may consider some subjective criteria desirable, the available historical data should permit the establishment of totally objective criteria for assessment of both technical and cost performance over the preceding 30 month period. A true award term incentive would reward the Contractor with legal entitlement to a contract extension, and not appear to be an option to be exercised as a unilateral right of the Government.

A: Although historical data will be available , the exercise of an Award Term is a unilateral right vested with the Government.

80. Based on the best value nature of this pending source selection, it is assumed with respect to paragraph 2.3, that the ongoing level of technical performance will continue to be considered to be more important than cost. If so, shouldn't the relative weight of each be pre-established?

A: Although similar, operational requirements are not considered parallel to source selection requirements.

81. Paragraph 2.3 c., Contractor's self assessment states that the self-assessment may not exceed 10 pages. This seems quite restrictive given the potential importance of the issue. Please reconsider this restriction.

A: The award fee plan has been revised in this area to allow for the Contractor's self assessment not to exceed 20 pages in length.

82. Amendment 0002 provided various additional and updated pages to the draft AUTC RFP. The following items were noted: Attachment 9, Personnel Data Form, is actually numbered "Attachment 7". Attachment 13, Cost Summary Sheet, is actually numbered "Attachment 8". Attachment 14, Comments in the Interest of Competition, is actually numbered "Attachment 9". These comments provided for information purposes only.

A: Appropriate corrections will be made on the final solicitation.

83. Amendment 0002 cover page, block 14 item 2, states, in part, that "The following clauses are provided hereto: .. Attachment 3-Personnel Qualification Sheets (Non-Key). No separate provision was found in Amendment 0002 which addressed the usage of Personnel Qualification Sheets (Non-Key). Please clarify whether a separate instructional provision was erroneously omitted, or if the statement was only redundant to block 14 item 1.s., which provided Attachment 3.

A: The error has been corrected.

84. Are the Attachment 3 qualifications identified for Non-Key personnel mandatory or are they provided as guidance only?

A: Defined non-Key PQS's are offered as examples of personnel qualifications to be considered by the contractor and are not mandatory. .

85. Amendment 0002, Attachment 6, Bahamas-U.S. agreement is much improved form the NUWC web site version. However, additional information is needed in Article XIV, 5, the second paragraph. The first sentence is not complete.

A: Corrections have been made.

85. Amendment 0002, Appendix 2.5 does not identify facilities with the associated Explosive Safety Quantity Distance (EQSD) site approvals as indicated by PWS paragraph 2.5.2.7.

A: EQSD data will be provided in the PWS section 2.5.2.

86. Amendment 0002, Appendix 3.3, Table 4, advises the daily aircraft flight schedule will be provide by the Contractor. PWS page 96, paragraph 3.3.2.7 states that the Contractor will adhere to a Government furnished daily flight schedule. Which guidance is correct?

A: The flight schedule is determined by the government. Appendix 3.3 Table 4 will be revised accordingly.

87. During the Pre-Solicitation Conference held on 30 September at NUWC Division Newport, the Government informed prospective bidders that the workload at AUTECH had increased 30% since the closing of the AFWTF. Please clarify if the Government Estimated FTEs listed at Attachment 4, for the various PWS Chapters, include provision for this increased workload.

A: The FTE document is being updated.

1. PWS, page 19, paragraph 1.2.2.7 requires training, certification, and licensing programs for personnel conducting various tasks. In order to avoid a massive re-qualification effort, will a successor Contractor be given access to the existing records of transferring incumbent employees whose jobs require certification and/or licensing.

A: If an offeror elects to hire employees of the incumbent contractor, the employees would be able to provide their copies of their certifications and/or licensing.

89. PWS, page 46, paragraph 2.3.2.25 requires that the Contractor "...conduct pretest preparations, system calibration, system load-out, and at-sea system checks." It is not clear what specific equipment or systems this task refers to. Please clarify.

A: The Paragraph refers to Deployable Noise Measurement System (DNM)

90. PWS, page 84, Section 3.1, 10th paragraph regarding the new Electrical Power Generating Plant: Please clarify exactly what "minimal maintenance and operations" the contractor is to provide.

A: This sentence has been rewritten in the PWS for clarification.

91. PWS, page 88, paragraphs 3.1.2.27 and 3.1.2.28 appear not to be typical functions of Public Works or of the Facility Engineering requirement reflected in paragraph 3.1.2.26. Are these two paragraphs applicable to Public Works?

A: Paragraphs 3.1.2.27 and 3.1.2.28 refer to overall Engineering as described in the revised Introduction to Public Works.

92. PWS, pages 88, Section 3.1.3. In order to better understand the requirements and the staffing associated with the Public Works function, please provide the following information:

The most recent BMAR report

The most recent AIS report.

A: As a result of recent system changes in Public Works, the posting of the most recent BMAR report would be misleading, accordingly it will not be posted. The AIS will be posted to the bidder's library



93. PWS, page 89, paragraph 3.1.3.4. Please provide the historical average man-hours per service call for the past 12 months. If available, please provide by craft or by shop. Please provide the thresholds (man-hours and materials) that constitute or define the limits of a service call.

A: The average Service Call has been fairly constant over the past 10 years: 5.5 hrs per Service Call. This data is not available by craft or shop. Thresholds do not apply to this contract.

94. PWS, page 89, paragraph 3.1.3.5. What has been the average backlog of work (in man-hours) carried forward on a monthly basis or annual average? Are these facilities deficiencies generated by the AIS or are they in addition to the AIS?

A: There is a Backlog of approximately 100 Service Calls at any one time. These facilities deficiencies have nothing to do with AIS.

95. PWS, page 90, paragraph 3.1.3.17 requires "On-call, on base, taxi/bus service [that] shall be available 2 shifts per day, 365 days per year." It is not clear to whom these services are to be provided, and if requirements will be scheduled in advance, or if manning will be required at all times on a "standby" basis. Please clarify. What hours of the day are to be encompassed by the "2 shifts"?

A: Service is available to all AUTECH personnel and visitors from 0600 to 2200.

96. PWS, page 114, paragraph 3.6.3.15 requires fire department aircraft crash/rescue services be provided 24 hours/day, 7 days per week, 52 weeks per year. While not specifically called out in the PWS, applicable cited reference documents also require that structural firefighting services be available 24 hours/day, 7 days per week, 52 weeks per year. Is it expected that the Contractor staff to support both capabilities simultaneously and at all times?

A: Yes.

97. Section L40 (a), first paragraph, references a Cost Summary Sheet as Attachment #10. Amendment 0001 provides an Attachment #10, Sample Measures of Merit. Please clarify the Section L40 reference to the Cost Summary Sheet and provide this sheet as an appropriate attachment.

A: See Attachment #13 as per Amendment #2

98. Section M32X, Evaluation for Award, Section 2 (b) Information Technology, second paragraph, references the need to "interoperate with downward-directed Government systems." Can the Government clarify what downward-directed systems it may be necessary to interoperate with?

A: This section has been rewritten for clarification.

99. Amendment 0002 provided Appendix 2.7, 3-D Acoustic Tracking Equipment. We have been unable to extract the four flow charts in usable form from this file.

A: This section shall be revised.

100. Amendment 0004 provided Exhibit A, DD Form 1423, Contract Data Requirement List (CDRL), Data Item Nos. A001 through A045. Will the Data Acquisition Documents cited in DD Form 1423, Block 4, Authority, be provided as part of the on-line bidder's library?

A: Yes, web site address will be provided for Block 4.

101. In most cases, no specific or implied report requirement for the CDRL item can be found in the PWS chapter or sub-chapter cited in DD Form 1423, Block 5, Contract Reference. Does the Navy intend to insert such a requirement in the relevant chapter or sub-chapter?

A: No.

102. As noted above, some DD Form 1423, Block 5 references cite a PWS chapter (1.0, 2.0 3.0), while others cite a sub-chapter (1.1, 2.2, 3.3). Some cite a particular paragraph (3.6.2). Additionally, some Block 5 references do not seem to cite the chapter/subchapter/paragraph to which the data requirement would be applicable. CDRL A013, Issues from Inventory, which references PWS chapter 1.0 vice subparagraph 3.4, and CDRL A035, Pest Control Summary Report, which cites paragraph 3.5.1 vice sub-chapter 3.1, are examples. In other cases a data requirement is present in a chapter/sub-chapter/paragraph other than that cited in Block 5. The CDRL A008, Funds and Manhour Expenditure Report requirement can be found in paragraph 3.4.2.5 but not in the Block 5 reference, sub-chapter 1.1. In the interest of clarity, consistency, and context, it is suggested that the Navy insure that the actual contract requirement (PWS chapter/sub-chapter/paragraph or other) giving rise to the CDRL item is included as the Block 5 reference.

A: Corrections will be included in the final DD Form 1423.

103. Amendment 0004 provided Attachment #15, AUTECH Draft Solicitation Question and Answers. A Question and Answer on page 16 of this Attachment deals with the anticipated On-Site Visit in January, and elaborated on the one-week site visit tentatively announced in the letter of 22 August 2003 accompanying the draft RFP. Our recollection and belief is that site visit periods for the last AUTECH contract competition was three weeks in duration and permitted up to six representatives per contractor. In view of the size, complexity, and importance of this contract competition, we recommend the Government consider expanding the observation period for the upcoming competition to two weeks, with a maximum of four participants per company at any one time.

A: Site schedule has been expanded to two weeks, companies will be limited to two representatives on Andros or in West Palm Beach at any one time.

104. G&A Ceiling: Given that the Government is specifying a CPIF/AT contract, we believe the addition of a special requirement to have a G&A ceiling is not necessary and of marginal value to the Government. The purpose of a CPIF contract is to provide profit incentives for a contractor to control total costs, including G&A. If a contractor exceeds the target cost (even if caused by an increase in G&A rates), share ration provides an automatic penalty by reducing the incentive fee earned. In addition, the Award Term plan includes evaluation of the contractors cost performance which provides an additional incentive to control total costs. Therefore, we suggest eliminating the G&A ceiling in a CPIF/AT contract.

A: The Government disagrees.

105. Government Provided Material Estimates: The Government is providing an estimate for material costs for each contract performance period (Draft Section B). Please provide what portion of this material (food and material) estimate would be for commercial materials and services as defined by the FAR.

A: A breakout between material that is considered commercial as compared to non- commercial is not available.

106. Phased Source Solicitation (M 100X): We are confused by the Government's approach to a phased (or multiple step) approach to this procurement. While we applaud the Government's desire to save time and money for both the Government and Offeror's, we do not believe the approach stated in the revised Phased Source Solicitation (M 100X) clause in Amend 0004 reduces Offeror time or costs. In order to provide a proper, auditable Cost Proposal, an offeror will need to develop the management approach, the technical Approach, and the staffing approach as the foundation for the proposed costs. Having offerors delay submission of the Technical Approach and Personnel while the government evaluates Management, Past Performance, and Cost seems to be unnecessary and would not reduce time/cost for offerors. We suggest having offerors submit complete proposals (all portions) which would give the Government a more complete basis upon which to make a competitive range decision.

A: Phased source selection will not be enacted; clause M100X has been deleted.

107. AUTECH budget: While listening to the Government's briefing at Pre-RFP, and after reviewing the Draft RFP through Amendment 0004, we have the impression that the Government is very concerned that contractors will submit proposals which will be above the Government's acceptable budget amounts for the AUTECH contract. Given the current prudent AUTECH budget stewardship being exercised by the Government, we suggest the Government should make public, to all offerors, its expected budget for the AUTECH

contract. This would give prospective offerors a better understanding of the government's expectations.

A: In lieu of defining cost expectations for this solicitation, the Government will consider provide the total contract value of Lot 2 of the current contract (as modified) within Clause L40.

108. West Palm Beach Facility: Will all office and work space within the West Palm Beach area continue to be provided by the Government in the Government's office building as Government furnished space?

A: Yes.

109. Aircraft (fixed wing and rotary wing) and Air Operations Facility: Would the Government consider providing these items as Government furnished rather than contractor furnished?

A: No

110. Air Operations Facility: In the new contract, will the ground facility lease be provided by the Government or will it paid by the contractor? If paid by the contractor, please provide the estimated costs for this lease.

A: It will be paid by the contractor and is an allowable charge to the government. Estimated costs have been provided in the revised clause L40X..

111. Alternate Proposals: Are there any restrictions on the scope of alternate proposals that would be considered? For example, would the government consider alternate incentive fee structures, share ratios or contract types?

A: The alternate proposals are to address only technical, not contractual matters. From Clause L99X, Alternate Proposals: (d) Alternate proposals based on awarding more than one contract, changing the contract type, or the length of the contract are not desired and will not be considered.

112. Escalation Rate: Given the need to propose cost for the full 15 year contract period, the escalation rate applied by offerors constitutes a major cost driver. Small differences in this rate, as used by different offerors, can result in large differences in the 15 year costs, solely due to the rate selected rather than any management/technical differences between offerors. Given this is a cost type contract, we suggest the Government direct an escalation rate to be used by all offerors when proposing costs.

A: Appropriate escalation rates have been provided in clause L40X, Cost Proposal.

113. Indigenous Labor Rates: Paragraph L40 (b)(3) states that the labor rates listed in Attachment 11 are for non-indigenous personnel only. Some of the occupations listed would also seem to apply to indigenous employees. Will the government also be providing the same labor rate information for indigenous personnel?

A: Information on indigenous labor costs will be provided in Clause L41X, Indigenous Wage and Fringe benefit Information.

114. Indigenous Labor Laws: Are the Bahamian employees covered by Collective Bargaining Agreements and/or Government minimum wage laws? If so, please identify them.

A: Indigenous employees are not covered by a collective bargaining agreement however they are covered by Bahamian minimum wage and benefit laws. Information on indigenous labor costs will be provided in Clause L41X, Indigenous Wage and Fringe benefit Information.

115. Indigenous Labor: What fringe/benefits are required to be provided/paid to indigenous employees.

A: Refer to Clause L41X as cited above.

116. Hiring Indigenous Personnel: Is there a requirement to hire a minimum number of indigenous personnel?

A: Clause L40X section (b) (4) states:  
Proposals offering indigenous labor at less than the staffing and compensation levels existent at the end of the current contract's period of performance, without providing adequate justification, will be evaluated for risk, in accordance with the provisions of clause M32X.

Clause M32X section (1) Management Approach requires: "The proposal demonstrates the offeror's understanding of the challenges in recruiting, training and retaining an indigenous workforce. The proposal demonstrates a viable plan for maintaining existing indigenous staffing and compensation. The proposal identifies methods for maintaining effective ties with the host country."

And Clause L34X, Technical Proposal, Section I (C) (2) cites:  
"Describe your approach to maintaining indigenous labor at the staffing and compensation levels existent at the end of the current contract's period of performance."

117. Andros Island Minimum Wage Rates: Do the minimum wage rates in Attachment 11 include any foreign service premium or overseas bonus? If not included, are such premiums/bonuses required on Andros Island?

A: No bonuses are included and none are required.

118. Andros Island Wage Study: Could the Government make available to all offerors the complete Andros Island Wage Study? This would provide all offerors with a better understanding of the basis of the minimum wage rates.

A: Under consideration.

119. Capital Asset Agreement: Please provide a copy of the Capital Asset Agreement and any instructions for the treatment/calculation of depreciation.

A: A sample capital Asset Agreement will be provided.

120. Taxes in the Bahamas: Are there any taxes/fees which are required to be paid by the contractor or the contractor's employees to the Government of the Bahamas?

A: No.

121. Sections H and I: Request the Government issue a draft copy of Solicitation Sections H and I in advance of the final RFP release. This will give potential offerors a better understanding of the total contract environment within which they will propose.

A: The Government will provide as much of this information as possible.

122. Purchases from the local economy: Are there any limitations concerning what can be bought from the Bahamas?

A: There are limitations on some items that are bought from the Bahamas. All products must meet US standards; for example, food must meet USDA standards.

123. AUTECH invoices to Customers: What is the contractors role in developing those estimates and subsequent billings?

A: None. The contractor has no role in estimating and billing for customers. Occasionally, the contractor will be asked to assist in determining level of effort and material costs.

124. What systems are used to develop cost estimates and subsequent billings to AUTECH users/customers?

A: See DD1423 - A005-Range Resources Utilization, A006-Financial Systems Journal Entry, A007-Aircraft Passenger Seat, A013-Issues from Inventory, A016-Fleet Platform, A017-Weapon/Target Summary, A022-Phone Charges, A027-Aircraft Cargo, and A028-MSC Barge Shipment data.

125. What is the maturity of the capability enhancements MLST3, URDC, RWI, AMSWR and RSI. When are the system design data, acceptance strategies,

responsibility matrices, integrated test and acceptance programs scheduled to be available?

A: By April of 2005, all of these systems will be operational with the exception of URDC and RWI. URDC and RWI are scheduled to be operational in calendar year 2006, hence system maturity will be high.

126. Is the USN or NUWC developing other improvement initiatives which may be passed into the AUTECH area of concern?

A: The current initiatives are limited to those described in Future Capabilities.

127. The Draft RFP is very comprehensive on operating input requirements but has limited information regarding the required outputs. Is there to be any statement of the required outputs further to the Statement of Objectives?

A: Except for Range Services (Section 2.1.3 of the PWS), data products (Section 2.2.3 of the PWS), and CDRLs in DD1423, the primary "output" is maintenance and operations services.

128. Will the recent solicitation announced for Naval Sea Systems Command Warfare Centers Engineering, Technical and Programmatic Support Services have any impact on the M&O of the AUTECH range?

A: No.

129. In view of DD254 requirement, what classification levels are expected to be invoked? Can we assume TS? The DD254 states "S". Is that in fact correct?

(1) Currently, Secret clearances only are required.

130. In view of the presence of friable and nonfriable asbestos, and hazardous materials, is there any indemnification available from DoD (e.g. under PL85-804) for the contractor?

A: No. Public Law 85-804 was written in 1958 and is applicable only when a state of national emergency is declared by the President. There is no reference to indemnification for asbestos (friable or non-friable).

131. What is the jurisdiction of EPA and OSHA over the site?

A: EPA does have jurisdiction at the sites in the United States (West Palm Beach; Terminal building at the Airport and the 801 Clematis Street facility and in Port Canaveral. EPA has no jurisdiction at the sites in the Bahamas.

OSHA does have jurisdiction at the sites in the United States (West Palm Beach; Terminal building at the Airport and the 801 Clematis Street facility and in Port

Canaveral. AUTECH is required to follow Navy Occupational Safety and Health (NAVOSH) Policy which in some cases is more stringent than OSHA requirements (29 CFR). The OSHA regulations only apply in the United States and its territories.

132. And, in light of clause 6 to Article II to the US-Bahamas agreement, what obligations, if any, would the contractor have with respect to restoration and remediation?

A: All obligations regarding the US-Bahamian agreement rests with the US Government.

133. Referring to Article V clause 1 of the US-Bahamas Agreement, why is employment of Bahamian nationals not an evaluation criterion, as this is an obligation of the United States to maximum extent practicable?

A: Bahamian national employment is an evaluation criteria; please refer to Clause M32X.

134. Must alternate proposals for aviation provided an acceptable approach to both;

(a) Providing aviation support as described in the Statement of Work

A: Yes.

And, (b) Providing the \$7M payoff for the current incumbent investment for on-hand aviation assets?

A: Yes, all aircraft must be purchased regardless of alternate proposals.

135. If the answer to 1(b) above is no, will the costs incurred by the Government when they pay the incumbent for the aviation assets be considered in the evaluation of non-incumbent proposals?

A: N/A

136. Is it the Government's intent to limit the alternate proposal concept to aviation resources?

A: No, the Government is not restricting alternate proposals to air operations; however, air operations has been identified as an area for which alternatives are readily available. The air operations objective is for reliable services that are at least as cost effective as the services we are currently receiving. Alternate proposals will be considered superior to the extent they meet this objective while simultaneously removing the Government from depreciation, logistics and maintenance responsibilities. Any alternative plan (aviation or other) must provide for sufficient detail cost accounting to allow for cost allocation to range users.

137. If the answer to question 1 is yes,



- a. What are the Government's main objectives/desires for the aviation resources solution? N/A
- b. What are the Government's evaluation criteria for alternate aviation solutions? N/A

138. If the answer to 1 above is no:

- a. Are there any limits or excluded areas to non-responsive approaches contained in the alternate proposal?

A: Not on technical approaches to performing work.

- b. What are the evaluation criteria for non-responsive (alternative) approaches, including proposal factors and sub-factors?

A: The evaluation factors do not change.

- i. How will non-responsive (alternate) solution trade-offs be evaluated?

A: The process will not change from prime to alternate offers.

- ii. Will the Government first evaluate all RFP-responsive proposals in their entirety before evaluating the non-responsive approaches in the alternate proposal?

A: All proposals will be evaluated at the same time.

139. Will the Government consider non-responsive (alternate) proposals in their entirety (as a complete entity) or select from them – in a menu fashion – only those non-compliant alternate approaches they desire to add to the responsive proposal?

A: Proposals will be considered in their entirety.

140. Will non-responsive (alternate) approaches that are found to be without merit or that demonstrate lack understanding of the requirements count against the bidder's evaluated score?

A: Each proposal received from an offeror will be evaluated on its own merits. A proposal determined to be unsatisfactory will not have an impact on the evaluation of a separate proposal received from the same vendor.

- i. How will this or any scoring be accomplished?

A: Proposals will be evaluated utilizing a standard evaluation procedure.

- ii. Will discussions be conducted on non-responsive (alternate) approaches submitted by only one bidder?

A: Yes, if the proposal is determined to be in the competitive range and discussions are conducted.

141. Will bidders that did not propose a non-responsive (alternate) solution to a particular technical area be afforded an opportunity to demonstrate an alternate approach to that area before final evaluations are completed if a non-responsive (alternate) approach is proposed by another bidder?

A: No.

142. Along with answers to the above questions, will the Government provide an initial estimate of page limits under consideration for both the responsive proposals and alternate proposals?

A: Yes.

143. Reference: L100X - the Government states that G&A costs exceeding a predetermined percentage of the cost of the contract excluding G&A shall not be allowable under this contract. As it is difficult to accurately forecast indirect expenses over a fifteen-year time period, would the Government be open to the addition of an adjustment clause covering significant changes in rates during the contract's award periods since rate oversight is provided by the Defense Contract Audit Agency (DCAA)?

A: No.

144. Reference: Section B, BX18 - the Government states that fee is not applicable to line items for food and material in accordance with Section C4. Would the Government consider the inclusion of all material costs in the basis of the award fee pool?

A: Clause B18X has been revised to add 50% of estimated material costs to the award fee pool basis. The intent of this action is not to increase the size of the fee pool but rather to partially base the pool on a component independent of labor in order to reduce the inherent disincentive to proposing labor saving initiatives. Accordingly, the percentage of the estimated cost available for the award fee pool has been decreased to maintain a constant dollar amount.

145. Reference: Section B, BX18 - In the above reference, the Government states that fee is not applicable to line items for food and material in accordance with Section C4. Would the Government consider the inclusion of a clause allowing an addition to the fee pool for material costs above and beyond non-fee bearing plug numbers commensurate with increases in contract work scope?

A: See above.

146. Reference: Section B, BX1 - In the above reference, the Government states that fee is not applicable to line items for food and material in accordance with Section C4. Would the Government consider allowing additions to the fee pool for that part of the material costs associated with subcontractor efforts to accommodate subcontract management risk undertaken by the prime contractor?

A: See above.

147. Does the phrase “testing and support infrastructure” imply that there is a “testing infrastructure” as well as a “support infrastructure?” If so, please define both.

148.

A: The contract language is being revised to eliminate the ambiguity.

148. Does the support infrastructure requirement overlap with systems and equipment identified later in section L (Pingers, Torpedoes, MK-30 targets)?

A: No.

149. Is it the Government’s intent to require the bidders to provide a specific, individual technical response here to each of the relevant SOW sections?

A: Not necessarily. Offerors should address the various elements of the PWS commensurate with the scope and complexity of the area being covered. How offerors consolidate or separate their responses is a matter for each company to decide.

150. If the answer to the preceding question is no, does the Government desire a higher level discussion of the proposed maintenance approach that might include: maintenance concept, planning and scheduling, contingency support, Quality Assurance, personnel availability and assignment, and Government and Range user interfaces for maintenance? Please explain.

A: See above.

151. Please define the term “ensure,” as used in the above context.

A: The term “ensure”, as used by the Government in this solicitation, is meant to convey that the contractor assumes responsibility for all actions necessary (within the bounds of the contract) to promote a successful outcome.

152. A number of major functional areas (e.g., aviation, marine, tracking systems, transportation, logistics, public works, etc.) are not specifically cited under Technical Approach. Conversely, other functional areas such as pingers, targets, IT, etc. are cited and discussed in some detail. Does this signify that the Government only intends to evaluate a sampling of the offerors’ maintenance and operations approaches?

A: No. This section of L34X has been rewritten to be more inclusive.

153. Please clarify this requirement, add some level of specificity, provide some examples, and define the term “infrastructure” and the phrase “testing and support infrastructure.”

A: This section of L34X has been rewritten for clarity.

154. Reference L40 (Cost Proposal), Section (b)(3). Rather than ask offerors to provide rationale for their proposed escalation, we suggest the Government define escalation in the solicitation.

A: Clause L40X, Cost Proposal has been rewritten to include a plug escalation number.

155. REF Attachment 11A. It is stated in the DRFP that the rates listed in attachment 11 only applies to non-indigenous personnel. Could the Government provide similar data for indigenous personnel? If not, how will the Government evaluate pricing data related to offerors' proposed indigenous staffs?

A: Wage and fringe benefit information for indigenous personnel will be provided as a separate Clause

156. REF Attachment 4. Attachment 4 is very helpful for non-incumbent offerors and by providing this information for all offerors the Government will receive better, more informed offerors. The value of the data in Attachment 4 would be enhanced if the Government would identify the approximate number of personnel within each SOW chapter within each AUTECH position title. For example, of the 49 FTEs that support SOW 3.4, how many of the FTEs are Account Clerk IIIs, how many are Coordinator OOCs, etc., for all categories in the "Job Description Summaries" table in the DRFP. Non-incumbent offerors are not interested in the information so that we can be "led" to a staffing solution. Rather by maximizing our understanding of the current work force, or the "as is", we are better able to offer more realistic and plausible offeror-specific workforce strategy, or "to be" workforce. At the same time, providing the maximal amount of data on the existing workforce protects the incumbent from ill-informed non-incumbent offerors proposing staffing plans that on paper look plausible and attractive, but in reality are not feasible. These implausible plans would be exposed in the evaluation prices if maximal. "As is" staffing data is provided to all offerors, but as the detail of the "as is" staffing data is diluted, the higher the probability that implausible (but attractive) staffing strategies will go through the evaluation process undetected.

A: Comments are understood; however, the Government is not in a position to provide the requested level of detail.

157. Reference L34, Management Approach, Section (d). Offerors are asked to describe how the indigenous work force will be managed, but there is no indication of indigenous work force requirements. Based on the qualitative statements made about the magnitude of the indigenous workforce in each SOW area, we assume that 25% to 35% of the workforce is indigenous. Could you provide the current number or percentage of the workforce that is indigenous?

A: Yes. Additional information regarding the indigenous workforce will be provided.

158. Is there a mandatory minimum percentage of the workforce that must be indigenous?

A: No there is not a minimum percentage however, the contractor is expected to maintain the number of current full-time indigenous positions as a minimum.

159. Is there a competitive advantage in maximizing the indigenous workforce?

A: No; not as an independent parameter. Each offeror will have to decide the optimum mix of technical expertise labor resources ( indigenous/non-indigenous workforce ) that provides their best offer.

160. All occupational categories in Attachment 11 and the Job Description Summaries are for positions that normally fall within SCA wage determination (i.e., non-professional). Could you provide information on the professional workforce (i.e., engineers, physicists, scientists, data analysts, and computer analysts/engineers).

A: Personnel Qualification Sheets (Attachment 3) provide additional information.

161. Of the 687 positions listed in Attachment 4, approximately what percent are professional (i.e., fall outside the occupations listed in Attachment 11)?

Approximately ¼ of the non indigenous positions resident on ASD would typically be considered to be professional.

162. Could you provide a professional non-professional breakout for each SOW area of Attachment 11?

A: Attachment 11 addresses areas generally considered to be non-professional.

163. In the DRFP, there is mention of page limitations in the non-cost portion of the proposal. Will you have page limitations and if so, what will they be?

A: Yes – this data will be provided.

164. For proposal evaluation purposes, are offerors to assume that the scope under the optional SOW paragraph (2.3A) will have to be satisfied, and satisfied over the life of the contract (or assume that some replacement system of equal functionality will be operated and maintained throughout the life of the contract)?

A: No – the base may contain 2.3A, however an award term may not contain 2.3A depending on what award term CLIN is exercised.

165. Reference Section M32X (d) (Cost), the DRFP states that the overall cost realism analysis will include an evaluation of wage compensation for non-indigenous personnel.

But there is no mention of how offerors' proposed wage compensation for indigenous personnel will be evaluated.

A: Included in the Government's cost realism analysis will be minimum indigenous monetary and fringe benefits rates specified in the solicitation.

166. Does the Government intend to not use offerors' proposed use of indigenous employees in the overall cost realism analysis?

A: The Government will use offerors' proposed use of indigenous employees in its overall cost realism analysis.

167. The DRFP makes it clear that this contract is not subject to SCA wage determination. In lieu of a SCA wage schedule, the Government has provided insightful guidance with respect to minimum wage rates for a number of non-professional occupation categories. However, the DRFP provides no insight on "reasonable" fringe benefits (health care, paid time off, to include vacation/holiday/sick leave, retirement plans, statutory requirements, and other benefits). To truly link cost realism to an offeror's ability to attract and retain valuable employees (which is a stated goal in your DRFP instructions), analysis of base pay alone is not sufficient. The analysis has to consider total compensation (i.e., base pay plus all fringe benefits). Could you provide fringe guidance similar to the guidance you provided on base pay via Attachment 11?

A: We will reexamine the data provided in Attachment 11 to try and expand on its content.

168. We find no reference to specific quality assurance requirements (e.g., ISO) in the DRFP information currently available. Would the Government please verify that there are no specific requirements or provide further clarification on the quality system requirements?

A: There are no specific ISO QA requirements.

169. In the Industry Day held on September 30, 2003, the Government indicated a plan to hold a site visit for AUTECH sites in Florida and the Bahamas on or about January 12, 2004. The plan also included release of the RFP the following week. We suggest that this short interval between the site visit and the release of the RFP allows insufficient time for the contractors to submit clarifying questions to the Government and receive responses prior to the release of the RFP. In addition, due to the size and complexity of this acquisition, most offerors will have started preparing their proposals based on information that is available in the DRFP but without the benefit of a first-hand observation of the AUTECH facilities and operations. This first-hand information is an essential part of developing a comprehensive understanding of Navy requirements and we strongly recommend that this site visit be scheduled at least 4 weeks prior to the release of the RFP to permit time for meaningful interchange between the Navy and the contractors.

A: Site visits are currently planned to be conducted from 1-5-04 through 1-16-04. A specific date for the release of the solicitation can not be forecast at this time.

170. In the Introduction to the SOW (pg 6) it is stated: “...the Government provides roughly 17,000 square feet of office space plus 5,000 square feet of light industrial space in the West Palm Beach area.” In Section 1.1.2.6 of the SOW (pg 14) it is stated: “The contractor shall provide facilities at the Palm Beach International Airport to...”

We understand the facilities at the Palm Beach International Airport to be those owned by the incumbent contractor and referenced in L-15, Required Capital Assets and Inventory Acquisition and assume that the 5,000 square feet identified on page 6 are in addition to this contractor-provided space. Would the Government please clarify the utilization of the 5,000 square feet of light industrial space and how this is currently used to support contractor activities?

A: We will revise the data to eliminate the reference to the 5,000 SF of light industrial space – light industrial is no longer required - as well as update the SF available at Clematis Street.

171. In L.34.II the Government has been very careful not to require a detailed SOW response and has focused on the offerors management approaches to ensuring responsive, high quality and efficient service to meet the technical requirements of the AUTECH contract. In paragraphs (C) and (D), however, detailed approaches for performing technical tasks (e.g., handle, flush, and/or make Ready-for-Issue (RFI) the REXTORPS, EXTORPS, EMATTs and MK-30 targets; understanding of the pinger recertification cycle, Government (NAVSEA) ATE program) are required as part of the proposal. We suggest that these two paragraphs are inconsistent with the approach you have used throughout the rest of the Section L requirements and will not provide the technical or management approaches that are essential to the success of the contract. In most cases the information required is a part of an existing process or procedure than has been approved by the Navy and there appears to be little gained in the proposal for the offeror to repeat that information. Would the Government consider rephrasing these paragraphs to reflect technical/management approaches to these efforts rather than a detailed process description?

A: This section of L34X has been rewritten.

172. In L.34.II (E) (3) the Government indicates that “It is the Government’s intention to allow transfer of existing software...” This would seem to indicate that this is at the discretion of the offeror and should the offeror choose not to transfer the software licenses, no cost would be included in the cost proposal. This would seem to place offerors who choose to transfer these licenses at a disadvantage in pricing the AUTECH services. Would the Government please clarify their position with respect to the transfer of the software licenses?

A: There will be no transfer of ownership – all the major S/W systems will be owned by the Government.

173. In L.34.II (E) (3) (a) the Government refers to the hosting of systems. It is not clear to what “systems” the Government is referring. Would you please clarify?

A: The reference is to any enterprise wide software system.

174. Additionally in paragraph L.34.II (E) (3) (a) the Government requests that “If hosted at AUTECH, describe your approach to ownership and maintenance of computer hardware required to host the systems.” The implications of this statement are unclear. What does “hosted at AUTECH” refer to?

A: The reference is to any government owned network servers at the AUTECH WPB or ASD location.

175. Does this reference indicate a physical presence or the capacity to host software on an AUTECH (i.e., Government-owned) computer?

A: Yes.

176. In L.34.III (1) the Government requires “a matrix that correlates personnel assignment to each task of the Statement of Work.” Would the Government please define at what SOW task level personnel assignments should be defined (e.g., 3.3, 3.3.2 or 3.3.2.1)?

A: At the third (3.3.2) level for “requirements”.

177. In L.34.III (5) the Government directs the offeror to “Place the PDFs behind the appropriate PQS in the proposal. It is not clear where in the proposal the Government has requested that the PQSs be included. In addition, as the PQSs are Government requirements, it would appear redundant to include them in each offeror’s proposal. Would the Government please clarify this requirement?

A: PQS/PDFs would be submitted as part of the personnel section of an offeror’s Technical Proposal. It is not considered redundant to include the PDFs attached to their corresponding PQSs.

178. In L.34.III (7) resumes are requested “only for persons who will be available and assigned to this contract.” Does the Government want resumes for key personnel submitted in accordance with this requirement in addition to the information required in L.34.III (5) or is the resume requirement for personnel other than Key Personnel?

A: We want PDFs for the four key personnel require, Resumes may be submitted for the non key, recommended, personnel at the offerors discretion.



179. In L.34.III (7) the Government directs that “If you propose a position for which you have not identified a specific employee, state the qualifications...”. It is not clear to what positions this requirement applies. Offerors will identify many positions on the contract from non-key management positions to technical leaders to technicians. In most cases the position requirements are included in the information on the Personnel Qualification Sheets. It would not appear to be productive to repeat the PQS information in the proposal. Would the Government please clarify this requirement?

A: The reference is to a position that is not defined by its title alone and is not otherwise explained.

180. In L.34.IV the offeror’s submittal of Past Performance information is restricted to administrative information and a very brief (20 lines or less) narrative description that includes several specific informational requirements. We suggest that the Government’s evaluation of the offeror’s past performance would be improved if each offeror were requested to provide a narrative summary of the relevance of their referenced contracts in terms of size, scope and complexity to the AUTECH effort. In addition, we suggest that the Government limit the Past Performance contract submittals as has been done on other acquisitions. A successful approach we have observed on other DoD contracts is to limit the prime to submitting the 3 to 5 most relevant contracts that are in process or completed in the last three years with an additional allocation of 3 to 5 (total) most relevant contracts for major subcontractors. Administrative information and relevance for each contract can be limited to 2 or 3 pages. We also suggest that the offerors be provided the opportunity to include up to 5 pages of introductory material in the Past Performance submittal to introduce their team, discuss why this team was selected to meet AUTECH requirements and how the team’s general past performance reduces the risk to the Navy for the AUTECH contract.

A: The Past Performance section of L34X has been rewritten. Further revisions will be considered based upon the above input.

190. In L.40 (b) the Government requires that the offeror “support a proposed escalation factor with convincing rationale.” We suggest that it is in the Government’s best interest to specify escalation factors in the RFP for the use by all offerors to prevent any “gaming” of escalation that would serve to lower overall contract price. Specifically, with a contract duration of 15 years, no company can accurately predict the escalation rates in the out years. This number becomes an area where contract pricing can be significantly effected by the assumptions made by each offeror. By specifying escalation rates for salaries and health care costs (the two largest contributors to direct and burdened labor costs), the Government can level the playing field and reduce the government’s evaluation effort required to substantiate or normalize arbitrary escalation factors.

A: Clause L40X has been rewritten to include a plug escalation rate.

191. In L.40 (c) the Government identifies Indirect Costs as an element of cost. The costs associated with a procurement function devoted to the contract (e.g., labor), for example, can be either a contract direct cost or part of an indirect cost pool that is allocated to all direct charges. Would you please identify what the Government would consider appropriate types of costs for inclusion in the Indirect Cost element?

A: No, offerors have to propose IAW their approved accounting system.

192. In L.40 (d) the Government provides Material estimates for each contract year. Can we assume that this covers all direct materials required by the contract?

A: Yes, as an estimate.

193. Would the Government provide a description of the types of materials purchased under the contract?

A: All the type of material and food required to run a small town – small business – i.e. office supplies, postage/freight, building material, equipment rental, food, subcontractor services, shipyard overhauls, medical supplies, training, heavy equipment, household materials, etc.

194. In L100 (C) (2) (c) and L100 (C) (2) (d) the Government makes provisions for the continuation of length of service with a successor contractor based on service with predecessor contractor. In both cases, this provision is specifically stated to apply to early retirement and severance benefits. In most cases, offeror's vacation and sick leave plans are also based on length of service. We recommend that incumbent employees be credited with predecessor length of service for these and other fringe benefit categories that are dependent on length of service to prevent any dis-enfranchisement of employees as a result of a contractor change.

A: This recommendation is considered to be a Vendor – and not a Government – responsibility.

195. In L100 (C) (2) (g) the Government requires that a cap on G&A rates be provided for all 15 years of the contract. Business conditions are such that it is difficult to predict business conditions more than 5 to 7 years in advance. Dramatic changes in the revenue can obviously have significant impacts on G&A rates even under the most carefully managed circumstances. We suggest that the G&A rates be capped for the first 5 years of the contract and that rate caps be renegotiated with the contractor for each option period. This would provide some protection for the contractor and would allow the Government to take excessive G&A escalations into account prior to award of the contract option period.

A: The Government considers capped G&A rates for the full period to be appropriate for this contract.

196. The Andros Island Retail System activities include numerous items that apparently are to be contractor owned, requiring an up front investment of nearly \$500K in inventory. Will this inventory be considered an allowable cost of transition?

A: No – it will not be an allowable direct charge to the contract. It is not an allocable direct charge to the Government as title to the property remains with the vendor.

197. L.40 specifies that SCA does not apply to this procurement. By what authorization are we enabled us to hire CONUS-based employees at West Palm Beach for a U.S.-based contract without complying with the SCA?

A: As a result of further investigation, a decision has been reached that the Service Contract Act must be applied to this solicitation. Accordingly, clauses H83, I22-42, Standard Form 98a, and DOL Wage Determinations as applicable to the current contract are provided for informational purposes.

198. Is the indigenous workforce represented by a union under a collective bargaining agreement (CBA)?

A: No.

199. How many CBAs are currently in place covering both US and Bahamian employees?

A: None.

200. SOW para 2.3.2.24 specifies that the contractor shall maintain a color coded FNA major system/equipment life cycle diagram depicting a fading bar designating each system/equipments 5 year history and 5 year future projection. Will an example of your diagram be available for competitors to review prior to the RFP release?

A: A sample will be provided in the electronic library that will be established for this procurement.

.....

# **SAMPLE**

## **AGREEMENT TO PURCHASE**

Offeror Name and Address

---

---

---

---

Dun & Bradstreet No.

---

Point of Contact

---

Telephone Number

---

Facsimile Number

---

### **I. Required Acquisitions**

Pursuant to the terms of Department of Navy Contract N61339-97-C-0001 and Solicitation No. N66604-04-R-0199, Provision L-15, Required Capital Assets and Inventory Acquisitions, \_\_\_\_\_ (incumbent) hereby offers to sell and \_\_\_\_\_ (name of offeror) offers to purchase "as is/where is", and without reservation, the capital assets and retail/resale inventory listed in Table I, subject to the conditions set forth in this Offer Sheet. Any person signing this purchase offer in a representative capacity shall furnish evidence of authority to bind the offeror to the terms of this agreement. Evidence of financial capacity in the form of an unencumbered line of credit or letter of credit shall also be furnished concurrently.

The sales price of the capital assets shall be their net book value, as confirmed by the U. S. Navy, as of the day preceding the date of commencement of performance of any contract awarded to \_\_\_\_\_ (name of offeror) as a result of the Navy's Solicitation No. N66604-04-R-0199. The parties to this agreement shall take all actions required to ensure transfer of title/possession to be effective on the date of commencement of contract performance. The date of commencement is anticipated to be 1 April 2005.

The sales price of the retail/resale inventory listed in Table I is an estimate only. At some mutually agreeable time within 45 calendar days of the date contract performance is anticipated to begin, an inventory of the items/goods to be sold to the follow-on contractor will be conducted by a third party agreed upon by \_\_\_\_\_ (name of offeror). The cost of the inventory will be paid initially by \_\_\_\_\_ (incumbent), and will be added to the final inventory value as determined below.

Final inventory value will be determined as of 5:00 pm of the day preceding the date contract performance begins, and will serve as the basis for the (final) sales price.

Within five business days of a contract award to the firm named above, \_\_\_\_\_ (incumbent) will provide written confirmation of the net book value of each asset as of the date contract performance is contemplated to begin. Notice shall be by facsimile to the offerer's point of contact as shown above. Not later than five business days following written confirmation by \_\_\_\_\_ (incumbent) to the offeror's point of contact, the offeror shall wire transfer to AUTECH Range Services 50% of the total value of all listed capital assets. \_\_\_\_\_ (incumbent) bank routing instructions will be provided with the aforementioned confirmation letter. The full remainder of monies due \_\_\_\_\_ (incumbent) shall be wire transferred to \_\_\_\_\_ (incumbent) not later than 5:00 pm of the day preceding the start of the new contract performance period. Should the contract start date change after the initial deposit has been made, but prior to commencement of contract performance, \_\_\_\_\_ (incumbent) shall provide written notice of the change to the net book value of assets. The time periods for notice and response shall be as described above.

The purpose of this document is to effect an agreement between \_\_\_\_\_ (incumbent) to sell, and \_\_\_\_\_ (offeror) to buy, certain assets described herein as "mandatory" (Table I) and state conditions for the sale of certain other optional assets (Table II). It is understood and agreed that the parties will, in good faith, negotiate and set forth terms and conditions consistent with this Agreement to Purchase, the terms of Contract No. N61339-97-C-0001 and Solicitation N66604-04-R-0199, and such other terms to which the parties may mutually agree.

Failure to comply with the terms and conditions described above, jointly and severably, shall be considered a material breach of any contract awarded in response to Solicitation No. N66604-04-R-0199. Notwithstanding, \_\_\_\_\_ (incumbent) shall not be precluded from pursuing any courses of action appropriate and available under the laws of the State of Florida.

Name and Title of Authorized Signer

\_\_\_\_\_  
(Seller)

Name and Title of Authorized Signer

\_\_\_\_\_  
Patrick M. Roddy (Buyer)

\* See Attachment A

## **SAMPLE**

### **Agreement to Purchase**

#### **Attachment A**

The negotiated terms and conditions of the asset sale shall, among other terms, include the following:

- Surety or escrow provisions applicable to the deposit Payment; these provisions would be in effect during the period commencing as of the issuance of the initial deposit payment and through the time of delivery/title transfer and final payment.
- A schedule extension provision applicable to the initial deposit payment in the event of an award protest or other occurrence which delays the start date for Range Systems Engineering's Transition Period and the start date for full performance of the contract work.

TABLE I

	Undepreciated Value (1 Apr 05)
Beechcraft 1900D, N45AR	_____
Beechcraft 1900D, N46AR	_____
Sikorsky S-61N, N232AC	_____
Sikorsky S-61N, N138AR	_____
Airport Terminal	_____
Retail Stores/Resale Inventory	_____

\*Approximate price, to be determined after completion  
of a joint inventory

## **SAMPLE**

### **II. Optional Acquisitions**

The attached Table II lists assets owned by \_\_\_\_\_ (incumbent) and made available for purchase at the option of any follow-on contractor. Lots I through III are offered for sale by \_\_\_\_\_ (incumbent) at their remaining undepreciated value as of the date of commencement of contract performance resulting from an award under Solicitation No. N66604-04-R-0199. A portion of Lot II will be available for sale upon completion of \_\_\_\_\_ (incumbent) contract phase-out activities, currently estimated to be not longer than 30 days beyond commencement of contract performance.

Items are available for inspection, on a non-interference basis, at any time following the commencement of Transition-In activities following official notice of contract award. Coordination is to be effected with the \_\_\_\_\_ (incumbent) Manager, at (XXX) XXX-XXXX, extension XXXX.

Not later than thirty days following notice of contract award, the successful offeror shall indicate which of the assets listed in Table II it desires to purchase. Notice shall be by letter to \_\_\_\_\_ (incumbent) at the address above, and shall be accompanied by a certified check in the amount of 30% of the amount anticipated to be due as payment in full for the items desired. The remaining balance due to \_\_\_\_\_ (incumbent) shall be wire-transferred not later than 5:00 pm of the date preceding the date contract performance is due to begin (1 April 2005). The undepreciated value (sales price) shown at Table II for each lot is based on an anticipated contract performance date of 1 April 2005. Sales prices shall be adjusted if contract award is delayed more than 30 calendar days from that date.



## TABLE II

I: Dive Equipment

II: Misc. Computer Hardware, Software

III. ARA Assets

(Lots are not severable)

## **Site Visit Information**

The Naval Undersea Warfare Center, Division Newport, Rhode Island is processing a competitive, follow-on contract, for Maintenance and Operation (M&O) services for the Atlantic Undersea Test and Evaluation Center (AUTEC). AUTEC is a deep water, test and evaluation facility for making underwater acoustic measurements, testing and calibrating sonars. AUTEC also provides underwater, surface and in-air tracking data on submarines, surface ships, aircraft, and weapons systems in support of the U.S. Navy's undersea warfare, research and development programs, as well as for assessment of Fleet operational readiness.

AUTEC is located on Andros Island, in the Bahamas with a stateside support facility located in West Palm Beach, Florida. The AUTEC M&O contract entails support for planning/conduct/reporting of range test programs, maintenance and operation of range instrumentation and related test support systems, and performance of all base operations functions and related requirements.

Site visits will be held at the Andros Island and West Palm Beach facilities from Monday, 1-5-04 through Thursday, 1-15-04. The purpose of the site visits are to allow interested vendors to tour the facilities and to observe work in process. Due to limits on air transportation services and transient quarters available on Andros Island, vendors will be limited to not more than two individuals per company.

**NOTE: Site visit requests must be made not later than December 17, 2003.**

The site visit coordinator is Ms. Heidi Lloyd (NUWC DET AUTEC WPB Business/Customer Operations). All vendor requests to participate in the site visit must be made in writing, on company letterhead, to Ms. Lloyd. Ms. Lloyd mailing address is:

Officer In Charge  
Naval Undersea Warfare Center  
Detachment AUTEC  
ATTN: Ms. Heidi Lloyd  
P. O. Box 24619  
West Palm Beach, FL 33416-4619

Ms. Lloyd's telephone number is: (561) 832-8566, X7326.

Visit requests may be FAXed to Ms. Lloyd at (561) 832-8590.

**NOTE:** Site visit requests made to, other than the designated point of contact listed above, will not be honored.

Vendors interested in participating in the site visit must submit the following information in order to receive visit clearance approval:

**U.S. DOMESTIC CLEARANCES:**

Visitors to NUWC DET AUTEC must FAX or mail a visitor request containing the following information for each visitor to the Security Office:

- Visitor Full Name: (include Middle Initial . no nicknames)
- Company or Organization Name: (group/code)
- Social Security Number:
- Date of Birth:
- Place of Birth:
- U. S. Citizenship: *(Yes/No)*
- Level of Clearance: UNCLASSIFIED
- POC at NUWC DET AUTEC: Ms. Heidi Lloyd
- Date(s) of Visit: 01-05-04 through 01-15-04
- Purpose of Visit: N66604-04-R-0199 Site Visit
- Visitor's Phone: (point of contact)

The request must be sent on company letterhead from your Security Office, or Form OPNAV 5521/27.

- Direct FAX line: (561) 832-8590 (ATTN: WPB Security)
- Voice: (561) 832-8566 x7280 (for verification)

**FOREIGN/NON-U.S. CITIZENS CLEARANCES:**

Foreign official visitors must contact their respective Embassy to initiate a Country-to-County clearance, which is then submitted to the International Programs Office (IPO), Washington D.C. for further official processing. Upon receipt, AUTEC verifies disclosure information, determines the level of classification for the purpose of the visit and approves via phone call or email to IPO. A formal "Approval" message is then generated and forwarded to AUTEC for completion of clearance data. Upon receipt of the "Approval" message AUTEC processes an Informal Memorandum to the Officer in Charge for approval/endorsement. The Memorandum along with the "Approval" message is forwarded to WPB Security for input to the database and action of routine processing.

**Clearance Timeline:**

**FOREIGN VISITORS HAVE A MINIMUM 30-DAY PROCESSING TIME.**  
**DOMESTIC VISITORS HAVE A MINIMUM 24-HOUR PROCESSING TIME.**

## **Other Information**

### **Aircraft and Transient Quarters Reservations**

AUTEC will make all necessary aircraft and room reservations for the site visit. The following information will be necessary for making your room reservations: Specify smoking /non-smoking, female/male, and any special need requests (1st floor, etc).

### **Proof of Citizenship:**

One of the following is required by the Bahamian and U.S. Governments for all visitors as proof of citizenship:

- Valid Passport (Passports must be current and not expired)
- Original or Certified (raised seal) Birth Certificate with Photo I.D.
- U.S. Naturalization Papers (raised seal) with Photo I.D.
- I155 Registered Alien (Green) Card with Photo I.D.

**NOTE:** If you have to cancel your travel plans, please notify the WPB Travel Coordinator at, DSN 483-7350 or commercial (561) 832-8566, Ext. 7350 so that your name can be deleted off the aircraft manifest.

### **Travel, Food and Transient Quarters Costs:**

The cost of round trip airfare to Andros Island is \$192.00 and it will be collected at the Air Operations Check-in Desk located on Southern Blvd, West Palm Beach, FL approximately 30 minutes prior to flight time. Payment methods include: Master Card, VISA, American Express, Cash or Personal Check. The cost of food at the Andros Island main dining facility is \$2.00 for breakfast, \$4.00 for lunch and \$4.00 for dinner. The costs of the transient quarter is \$12.50 per night.

### **Aircraft Data:**

A limit of 50 pounds of hand-carry luggage is authorized on the AUTEC aircraft per person. Laptops can be hand-carried onto the aircraft or manifested as baggage within the 50 pound weight limit. **Laptops may not be brought into the Command and Control or Range Support Shop located at Site 1, Andros Island.**

### **Cameras:**

Personal cameras are allowed for personal use in common areas at Site 1. Personal cameras are not allowed in restricted areas.

### **Equipment requiring prior approval:**

1. Computer equipment: PC's, laptops, hand-held equipment with memory capability
2. Camera equipment
3. Audio taping equipment: Any tape or media player with record function
4. Surveillance equipment
5. Any equipment containing infrared port

**Information required for approval:**

1. Specific area where equipment is required for usage
2. Name of individual carrying/using equipment
3. Equipment Description (Make/model) and capabilities (hard drive, floppy drive, infrared port, etc.)
4. Purpose of equipment usage

**Approval cycle:**

1. Industrial Security, Facility Security Officer (required if usage within contractor operated controlled area)
2. U.S. Navy Security Officer (required)

Requests for approval should be made PRIOR the visitor's arrival at AUTECH and should allow time to provide alternate means of meeting visitor's needs in the event of denial to use the equipment.

**Check cashing privileges:**

1. Checks must have the individual's name, address, point of contact (Company) and their AUTECH badge number.
2. Checks must be drawn on U. S. Currency only.
3. Checks can be cashed for no more than \$50.00 (per day).
4. Checks can be used to buy items at the Retail Store for the exact amount of purchase, not for the purpose of getting a cash advance.
5. There is a \$10.00 fee for each returned check.

**Credit card privileges:**

1. AUTECH Site 1 and Air Operations WPB will accept Master Card, and Visa. There is limited off-base usage on Andros Island.
2. When using any of the above credit cards, the AUTECH badge number, and Company point of contact must be provided.
3. All users must understand that the validity of the charge card is not verified until they are forwarded to West Palm Beach, cashiers will insist on all of the above information before processing.

In all cases, if the check or credit card is returned to AUTECH, the accountable person must repay the charges (including any penalties) in the form of a money order or bank check.

**Additional AUTECH Site Data:**

Vendors are encouraged to review the information about AUTECH contained at the following Web Site:

<https://www.npt.nuwc.navy.mil/autec/home.htm>

## Strawman Agenda for the West Palm Beach/Andros Island Site Visit

January 5, 2004 - Monday

In the morning, AUTECH's Base Operations personnel will provide vendors a tour of our facility at 801 Clematis Street, WPB. In the afternoon the tour will continue with a visit to AUTECH's facility at the WPB airport.

January 6, 2004 - Tuesday

All day – In the morning vendors will meet at AUTECH's WPB airport facility for transportation to Andros Island. Upon arrival at Andros vendors will check in to transient quarters and then begin a tour of the main base.

January 7, 2004 - Wednesday

The tour of the main base will continue with AUTECH's marine, and air operations highlighted.

January 8, 2004 - Thursday

In the morning vendors will be provided a tour (by bus) of AUTECH's site 2 facilities. In the afternoon a tour of AUTECH's down range sites 3 and 4 (by helicopter) will be conducted.

January 9, 2004 - Friday

In the morning vendors will be flown back to WPB.

January 11, 2004 – Sunday

In the afternoon vendors will once again meet at AUTECH's WPB airport facility for transportation to Andros Island. Upon arrival at Andros vendors will check into transient quarters.

January 12 - Monday

Vendors will be provided a tour of AUTECH's Range Support Shop located at the main base. This tour is anticipated to take one full day.

January 13 - Tuesday

In the morning vendors will be provided a tour, at the main base, of AUTECH's Command and Control Building (CCB) which will cover information technology assets located in the CCB. In the afternoon the tour will continue with visits to the Range User Buildings.

January 14, 2004 - Wednesday

In the morning site 2 will again be visited for the purposes of reviewing the technology in use at that site. In the afternoon vendors will be flown back to WPB.

January 15, 2004 - Thursday

In the morning vendors will tour our WPB facility again with the focus on the technology in use at the facility. In the afternoon the tour will continue with the focus on the information technology present at the WPB facility.

**H83      SERVICE CONTRACT ACT WAGE DETERMINATION**

The applicable Service Contract Act Wage Determination by the Secretary of Labor is set forth in Attachment #7.

**I22-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (FAR 52.222-42) (MAY 1989)**

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION.

<u>Employee Class</u>	<u>Monetary Wage - Fringe Benefits**</u>
*	*
<hr/>	<hr/>

\* The information required by this clause is set forth on the Standard Form 98a Notice of Intention to Make a Service Contract and Response to Contract, Attachment No. 13. In addition, the form supplies a cross-reference from the Department of Labor Wage Determination labor categories to the applicable service employee labor categories required by this contract and specified elsewhere in the Schedule.

\*\* Fringe benefits for full-time employees: Thirteen (13) days paid leave per year up to three (3) years of service; twenty (20) days paid leave per year between three (3) and fifteen (15) years of service; and twenty-six (26) days paid leave after fifteen (15) years of service. Thirteen (13) days of paid sick leave per year. Ten (10) paid holidays per year.



# FedWages

## 4. SF 98a Information.

PQS TITLE		SCA DIRECTORY OF OCCUPATIONS		CALENDAR YEAR: 2003	
				EQUIVALENT FEDERAL WAGE	
Clerk	Document Preparation Clerk (01060)	GS 3/4	\$8.87	\$10.07	
	File Clerk I (01101)		\$8.87		
	File Clerk II (01102)		\$10.07		
	File Clerk III (01103)		\$11.27		
Typist	Typist I (01551)		\$8.87		
	Typist II (01552)		\$10.07		
Word Processor	Word Processor I (01611)		\$8.87		
	Word Processor II (01612)		\$10.07		
	Word Processor III (01613)		\$11.27		
Illustrator	Illustrator I (13041)		\$11.27		
	Illustrator II (13042)		\$13.96	\$17.08	
	Illustrator III (13043)		\$20.66		
Tech Writer	Technical Writer (29480)		\$11.27	\$13.96	
			\$17.08	\$20.66	
Technician	Engineering Technician I (29081)			\$11.27	
	Engineering Tech II (29082)			\$11.27	
	Engineering Tech III (29083)		\$12.56	\$13.96	\$15.46
	Engineering Tech IV (29084)		\$17.08	\$18.81	
	Engineering Tech V (29085)				
	Engineering Tech VI (29086)	GS 11			
Draftsman	Drafter II (29062)	GS 5/6	\$11.27	\$12.56	
	Drafter III (29063)	GS 7/8	\$13.96	\$15.46	
	Drafter IV (29064)	GS 9/10/11	\$17.08	\$18.81	\$20.66
Computer Operator	Computer Operator II (03042)	GS 4/5	\$10.07	\$11.27	
Operator	Computer Operator III (03043)	GS 6	\$12.56		
	Computer Operator IV (03044)	GS 7	\$13.96		
Library Tech	Library Technician (13050)	GS 5	\$11.27		

Note: To select an SCA Directory category and GS grade, relate the PQS experience requirements to the following OPM required qualifications:

One Interval Series Yrs Experience Two Interval Series Yrs Experience

GS 3	1	GS 5	3
GS 4	2	GS 7	4
GS 5	3	GS 9	5
GS 6	4	GS 11	6
GS 7	5		

If the PQS calls for education in excess of a high school education, (i.e., Associates Degree or Technical School training) use the next higher grade.

year	2003	2080
gs3	\$ 18,664.00	\$8.97
gs4	\$ 20,952.00	\$10.07
gs5	\$ 23,442.00	\$11.27
gs6	\$ 26,130.00	\$12.56
gs7	\$ 29,037.00	\$13.96
gs8	\$ 32,158.00	\$15.46
gs9	\$ 35,519.00	\$17.08
gs10	\$ 39,115.00	\$18.81
gs11	\$ 42,976.00	\$20.66

GE DETERMINATION NO: 94-2088 REV (19) AREA: CT,HARTFORD

WAGE DETERMINATION NO: 94-2088 REV (19) AREA: CT,HARTFORD

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross Division of | Wage Determination No.: 1994-2088

Director Wage Determinations | Revision No.: 19

Date Of Last Revision: 08/19/2003

Applicable in the state of Connecticut in the Hartford Standard Metropolitan Statistical Area as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	MINIMUM	WAGE RATE
01000 - Administrative Support and Clerical Occupations		
01011 - Accounting Clerk I		9.79
01012 - Accounting Clerk II		12.59
01013 - Accounting Clerk III		15.25
01014 - Accounting Clerk IV		18.48
01030 - Court Reporter		14.10
01050 - Dispatcher, Motor Vehicle		11.20
01060 - Document Preparation Clerk		14.41
01070 - Messenger (Courier)		11.12
01090 - Duplicating Machine Operator		14.41
01110 - Film/Tape Librarian		12.81
01115 - General Clerk I		11.73
01116 - General Clerk II		13.16
01117 - General Clerk III		16.04
01118 - General Clerk IV		17.84
01120 - Housing Referral Assistant		19.80
01131 - Key Entry Operator I		12.63
01132 - Key Entry Operator II		17.16
01191 - Order Clerk I		12.30
01192 - Order Clerk II		13.68
01261 - Personnel Assistant (Employment) I		12.51
01262 - Personnel Assistant (Employment) II		14.06
01263 - Personnel Assistant (Employment) III		17.06
01264 - Personnel Assistant (Employment) IV		19.83
01270 - Production Control Clerk		18.32
01290 - Rental Clerk		12.78

01300 - Scheduler, Maintenance	14.52
01311 - Secretary I	14.52
01312 - Secretary II	16.80
01313 - Secretary III	19.12
01314 - Secretary IV	21.51
01315 - Secretary V	24.85
01320 - Service Order Dispatcher	14.83
01341 - Stenographer I	13.46
01342 - Stenographer II	15.11
01400 - Supply Technician	19.10
01420 - Survey Worker (Interviewer)	15.55
01460 - Switchboard Operator-Receptionist	11.02
01510 - Test Examiner	17.40
01520 - Test Proctor	17.40
01531 - Travel Clerk I	11.24
01532 - Travel Clerk II	12.25
01533 - Travel Clerk III	13.33
01611 - Word Processor I	13.31
01612 - Word Processor II	15.54
01613 - Word Processor III	16.96
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.61
03041 - Computer Operator I	13.61
03042 - Computer Operator II	16.19
03043 - Computer Operator III	20.39
03044 - Computer Operator IV	22.85
03045 - Computer Operator V	25.36
03071 - Computer Programmer I (1)	18.14
03072 - Computer Programmer II (1)	22.40
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.37
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.61
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.36
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	17.68
05070 - Electrician, Automotive	18.43
05100 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.68
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	16.97
05280 - Motor Vehicle Wrecker	17.68
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.68
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.94
07010 - Baker	12.99
07041 - Cook I	12.09
07042 - Cook II	13.17
07070 - Dishwasher	9.94

07130 - Meat Cutter	17.25
07250 - Waiter/Waitress	10.21
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	18.43
09100 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	18.43
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	11.13
11090 - Gardener	14.40
11121 - House Keeping Aid I	10.74
11122 - House Keeping Aid II	11.02
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	10.74
11270 - Pest Controller	13.72
11300 - Refuse Collector	11.64
11330 - Tractor Operator	13.73
11360 - Window Cleaner	11.81
12000 - Health Occupations	
12020 - Dental Assistant	14.52
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.52
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	13.61
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.32
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.22
12224 - Nursing Assistant IV	12.59
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.59
12311 - Registered Nurse I	17.95
12312 - Registered Nurse II	21.97
12313 - Registered Nurse II, Specialist	21.97
12314 - Registered Nurse III	26.58
12315 - Registered Nurse III, Anesthetist	26.58
12316 - Registered Nurse IV	31.83
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.68
13011 - Exhibits Specialist I	16.62
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	22.10
13041 - Illustrator I	15.71
13042 - Illustrator II	19.55
13043 - Illustrator III	21.18
13047 - Librarian	24.49
13050 - Library Technician	14.64
13071 - Photographer I	14.87
13072 - Photographer II	18.49
13073 - Photographer III	21.27

13074 - Photographer IV	25.96
13075 - Photographer V	31.48
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.80
15030 - Counter Attendant	7.80
15040 - Dry Cleaner	9.86
15070 - Finisher, Flatwork, Machine	7.80
15090 - Presser, Hand	7.80
15100 - Presser, Machine, Drycleaning	8.58
15130 - Presser, Machine, Shirts	7.80
15160 - Presser, Machine, Wearing Apparel, Laundry	7.80
15190 - Sewing Machine Operator	10.38
15220 - Tailor	12.52
15250 - Washer, Machine	8.40
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.43
19040 - Tool and Die Maker	21.43
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.85
21020 - Material Coordinator	19.52
21030 - Material Expediter	19.52
21040 - Material Handling Laborer	13.94
21050 - Order Filler	12.93
21071 - Forklift Operator	15.47
21080 - Production Line Worker (Food Processing)	15.47
21100 - Shipping/Receiving Clerk	14.63
21130 - Shipping Packer	14.89
21140 - Store Worker I	10.47
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.14
21210 - Tools and Parts Attendant	15.47
21400 - Warehouse Specialist	15.47
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.52
23040 - Aircraft Mechanic Helper	17.35
23050 - Aircraft Quality Control Inspector	22.30
23060 - Aircraft Servicer	19.03
23070 - Aircraft Worker	19.83
23100 - Appliance Mechanic	18.43
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	24.28
23130 - Carpenter, Maintenance	19.15
23140 - Carpet Layer	17.83
23160 - Electrician, Maintenance	21.64
23181 - Electronics Technician, Maintenance I	20.33
23182 - Electronics Technician, Maintenance II	21.19
23183 - Electronics Technician, Maintenance III	22.07
23260 - Fabric Worker	17.75
23290 - Fire Alarm System Mechanic	20.08
23310 - Fire Extinguisher Repairer	16.97
23340 - Fuel Distribution System Mechanic	21.11
23370 - General Maintenance Worker	17.68
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.11
23430 - Heavy Equipment Mechanic	20.60
23440 - Heavy Equipment Operator	21.64
23460 - Instrument Mechanic	20.08
23470 - Laborer	11.65
23500 - Locksmith	19.27

23530 - Machinery Maintenance Mechanic	20.09
23550 - Machinist, Maintenance	19.19
23580 - Maintenance Trades Helper	15.47
23640 - Millwright	22.49
23700 - Office Appliance Repairer	19.27
23740 - Painter, Aircraft	19.91
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	20.00
23800 - Plumber, Maintenance	18.88
23820 - Pneudraulic Systems Mechanic	20.08
23850 - Rigger	20.08
23870 - Scale Mechanic	18.49
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	17.68
23930 - Telecommunication Mechanic I	19.31
23931 - Telecommunication Mechanic II	20.02
23950 - Telephone Lineman	19.31
23960 - Welder, Combination, Maintenance	19.19
23965 - Well Driller	19.19
23970 - Woodcraft Worker	20.08
23980 - Woodworker	16.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	13.91
24600 - Chore Aid	9.59
24630 - Homemaker	16.50
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.48
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	20.48
25190 - Ventilation Equipment Tender	16.17
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
(not set) - Police Officer	24.25
27004 - Alarm Monitor	12.89
27006 - Corrections Officer	24.00
27010 - Court Security Officer	24.00
27040 - Detention Officer	24.00
27070 - Firefighter	24.28
27101 - Guard I	10.42
27102 - Guard II	14.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.49
28020 - Hatch Tender	18.49
28030 - Line Handler	18.49
28040 - Stevedore I	18.67
28050 - Stevedore II	20.26
29000 - Technical Occupations	
21150 - Graphic Artist	19.33
29010 - Air Traffic Control Specialist, Center (2)	29.94
29011 - Air Traffic Control Specialist, Station (2)	20.65
29012 - Air Traffic Control Specialist, Terminal (2)	22.74
29023 - Archeological Technician I	14.12
29024 - Archeological Technician II	15.80
29025 - Archeological Technician III	19.58
29030 - Cartographic Technician	20.17
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.40

29040 - Civil Engineering Technician	22.05
29061 - Drafter I	10.53
29062 - Drafter II	12.04
29063 - Drafter III	15.74
29064 - Drafter IV	19.58
29081 - Engineering Technician I	11.32
29082 - Engineering Technician II	12.93
29083 - Engineering Technician III	16.90
29084 - Engineering Technician IV	21.03
29085 - Engineering Technician V	24.18
29086 - Engineering Technician VI	27.80
29090 - Environmental Technician	18.73
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.74
29210 - Laboratory Technician	18.21
29240 - Mathematical Technician	19.58
29361 - Paralegal/Legal Assistant I	17.49
29362 - Paralegal/Legal Assistant II	22.55
29363 - Paralegal/Legal Assistant III	27.52
29364 - Paralegal/Legal Assistant IV	33.39
29390 - Photooptics Technician	19.58
29480 - Technical Writer	25.31
29491 - Unexploded Ordnance (UXO) Technician I	19.67
29492 - Unexploded Ordnance (UXO) Technician II	19.67
29493 - Unexploded Ordnance (UXO) Technician III	19.67
29494 - Unexploded (UXO) Safety Escort	23.80
29495 - Unexploded (UXO) Sweep Personnel	28.52
29620 - Weather Observer, Senior (3)	17.20
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.14
29622 - Weather Observer, Upper Air (3)	17.20
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.97
31260 - Parking and Lot Attendant	9.11
31290 - Shuttle Bus Driver	14.43
31300 - Taxi Driver	15.47
31361 - Truckdriver, Light Truck	19.50
31362 - Truckdriver, Medium Truck	13.60
31363 - Truckdriver, Heavy Truck	18.40
31364 - Truckdriver, Tractor-Trailer	19.50
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.75
99030 - Cashier	9.22
99041 - Carnival Equipment Operator	11.36
99042 - Carnival Equipment Repairer	11.92
99043 - Carnival Worker	9.62
99050 - Desk Clerk	11.13
99095 - Embalmer	20.97
99300 - Lifeguard	10.33
99310 - Mortician	22.98
99350 - Park Attendant (Aide)	12.98
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.96
99500 - Recreation Specialist	15.40
99510 - Recycling Worker	13.13
99610 - Sales Clerk	10.76
99620 - School Crossing Guard (Crosswalk Attendant)	12.60
99630 - Sport Official	10.33
99658 - Survey Party Chief (Chief of Party)	14.78

99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.44
99660 - Surveying Aide	8.96
99690 - Swimming Pool Operator	14.37
99720 - Vending Machine Attendant	12.56
99730 - Vending Machine Repairer	14.37
99740 - Vending Machine Repairer Helper	12.56

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for



ordance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**WAGE DETERMINATION NO: 94-2116 REV (24) AREA: FL,JACKSONVILLE**WAGE DETERMINATION NO: **94-2116** REV (24) AREA: FL,JACKSONVILLE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2116
Director	Wage Determinations	Revision No.: 24
		Date Of Last Revision: 04/05/2002

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.85
Accounting Clerk II	11.70
Accounting Clerk III	12.45
Accounting Clerk IV	15.56
Court Reporter	13.04
Dispatcher, Motor Vehicle	13.23
Document Preparation Clerk	10.25
Duplicating Machine Operator	10.25
Film/Tape Librarian	11.23
General Clerk I	8.34
General Clerk II	9.64
General Clerk III	11.58
General Clerk IV	17.76
Housing Referral Assistant	14.11
Key Entry Operator I	10.06
Key Entry Operator II	12.80
Messenger (Courier)	8.42
Order Clerk I	10.99
Order Clerk II	12.48
Personnel Assistant (Employment) I	11.52
Personnel Assistant (Employment) II	12.10
Personnel Assistant (Employment) III	12.87
Personnel Assistant (Employment) IV	14.77
Production Control Clerk	14.60
Rental Clerk	10.35
Scheduler, Maintenance	11.23
Secretary I	11.23
Secretary II	12.86
Secretary III	14.11
Secretary IV	16.36
Secretary V	16.60
Service Order Dispatcher	11.56
Stenographer I	13.28
Stenographer II	14.08
Supply Technician	16.69

Survey Worker (Interviewer)	11.85
Switchboard Operator-Receptionist	8.55
Test Examiner	12.86
Test Proctor	12.86
Travel Clerk I	8.88
Travel Clerk II	9.68
Travel Clerk III	10.43
Word Processor I	10.97
Word Processor II	14.62
Word Processor III	16.37
Automatic Data Processing Occupations	
Computer Data Librarian	11.58
Computer Operator I	12.18
Computer Operator II	13.12
Computer Operator III	15.41
Computer Operator IV	18.91
Computer Operator V	21.00
Computer Programmer I	16.52
Computer Programmer II	21.25
Computer Programmer III	22.97
Computer Programmer IV	27.62
Computer Systems Analyst I	19.20
Computer Systems Analyst II	22.63
Computer Systems Analyst III	26.84
Peripheral Equipment Operator	15.41
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.38
Automotive Glass Installer	14.06
Automotive Worker	14.06
Electrician, Automotive	15.98
Mobile Equipment Servicer	12.11
Motor Equipment Metal Mechanic	16.41
Motor Equipment Metal Worker	14.06
Motor Vehicle Mechanic	16.41
Motor Vehicle Mechanic Helper	11.47
Motor Vehicle Upholstery Worker	13.09
Motor Vehicle Wrecker	14.06
Painter, Automotive	15.02
Radiator Repair Specialist	14.06
Tire Repairer	11.70
Transmission Repair Specialist	16.41
Food Preparation and Service Occupations	
Baker	10.15
Cook I	8.70
Cook II	10.15
Dishwasher	6.46
Food Service Worker	6.89
Meat Cutter	10.74
Waiter/Waitress	7.09
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.02
Furniture Handler	9.62
Furniture Refinisher	15.02
Furniture Refinisher Helper	11.17
Furniture Repairer, Minor	13.09
Upholsterer	15.02
General Services and Support Occupations	

Cleaner, Vehicles	7.76
Elevator Operator	7.76
Gardener	9.69
House Keeping Aid I	6.78
House Keeping Aid II	7.76
Janitor	7.76
Laborer, Grounds Maintenance	8.53
Maid or Houseman	7.08
Pest Controller	10.99
Refuse Collector	7.76
Tractor Operator	9.25
Window Cleaner	8.53
Health Occupations	
Dental Assistant	12.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.29
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.58
Medical Laboratory Technician	11.24
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.90
Nursing Assistant II	8.88
Nursing Assistant III	9.69
Nursing Assistant IV	10.87
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	16.92
Registered Nurse II	20.71
Registered Nurse II, Specialist	20.71
Registered Nurse III	25.06
Registered Nurse III, Anesthetist	25.06
Registered Nurse IV	30.01
Information and Arts Occupations	
Audiovisual Librarian	19.06
Exhibits Specialist I	13.49
Exhibits Specialist II	16.70
Exhibits Specialist III	20.50
Illustrator I	13.49
Illustrator II	16.70
Illustrator III	19.61
Librarian	18.93
Library Technician	12.87
Photographer I	12.26
Photographer II	15.18
Photographer III	17.83
Photographer IV	21.81
Photographer V	26.39
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.69
Counter Attendant	6.69
Dry Cleaner	8.47
Finisher, Flatwork, Machine	6.69
Presser, Hand	6.69
Presser, Machine, Drycleaning	6.69
Presser, Machine, Shirts	6.69

Presser, Machine, Wearing Apparel, Laundry	6.69
Sewing Machine Operator	9.15
Tailor	9.55
Washer, Machine	7.29
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.02
Tool and Die Maker	18.89
Material Handling and Packing Occupations	
Forklift Operator	12.76
Fuel Distribution System Operator	14.94
Material Coordinator	15.29
Material Expediter	15.29
Material Handling Laborer	10.24
Order Filler	9.88
Production Line Worker (Food Processing)	11.62
Shipping Packer	9.88
Shipping/Receiving Clerk	10.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.58
Store Worker I	8.64
Tools and Parts Attendant	11.62
Warehouse Specialist	10.35
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.58
Aircraft Mechanic Helper	11.17
Aircraft Quality Control Inspector	16.95
Aircraft Servicer	13.09
Aircraft Worker	14.06
Appliance Mechanic	15.02
Bicycle Repairer	11.70
Cable Splicer	15.98
Carpenter, Maintenance	15.02
Carpet Layer	15.02
Electrician, Maintenance	18.39
Electronics Technician, Maintenance I	17.47
Electronics Technician, Maintenance II	19.24
Electronics Technician, Maintenance III	20.37
Fabric Worker	12.71
Fire Alarm System Mechanic	15.98
Fire Extinguisher Repairer	12.22
Fuel Distribution System Mechanic	17.58
General Maintenance Worker	14.06
Heating, Refrigeration and Air Conditioning Mechanic	15.98
Heavy Equipment Mechanic	15.98
Heavy Equipment Operator	18.30
Instrument Mechanic	15.98
Laborer	10.07
Locksmith	15.02
Machinery Maintenance Mechanic	15.98
Machinist, Maintenance	15.98
Maintenance Trades Helper	11.17
Millwright	15.98
Office Appliance Repairer	15.02
Painter, Aircraft	15.02
Painter, Maintenance	15.02
Pipefitter, Maintenance	15.98
Plumber, Maintenance	15.02
Pneudraulic Systems Mechanic	15.98

Rigger	15.98
Scale Mechanic	14.06
Sheet-Metal Worker, Maintenance	15.98
Small Engine Mechanic	14.06
Telecommunication Mechanic I	15.98
Telecommunication Mechanic II	16.95
Telephone Lineman	15.98
Welder, Combination, Maintenance	15.98
Well Driller	15.98
Woodcraft Worker	15.98
Woodworker	12.11
Miscellaneous Occupations	
Animal Caretaker	7.88
Carnival Equipment Operator	8.92
Carnival Equipment Repairer	8.42
Carnival Worker	6.74
Cashier	7.83
Desk Clerk	9.58
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.77
Recreation Specialist	12.79
Recycling Worker	10.26
Sales Clerk	9.42
School Crossing Guard (Crosswalk Attendant)	6.56
Sport Official	9.41
Survey Party Chief (Chief of Party)	17.46
Surveying Aide	9.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.56
Swimming Pool Operator	11.17
Vending Machine Attendant	8.87
Vending Machine Repairer	11.17
Vending Machine Repairer Helper	8.87
Personal Needs Occupations	
Child Care Attendant	7.24
Child Care Center Clerk	10.60
Chore Aid	6.78
Homemaker	16.83
Plant and System Operation Occupations	
Boiler Tender	16.19
Sewage Plant Operator	15.02
Stationary Engineer	16.19
Ventilation Equipment Tender	11.17
Water Treatment Plant Operator	15.02
Protective Service Occupations	
Alarm Monitor	11.13
Corrections Officer	13.12
Court Security Officer	13.12
Detention Officer	13.12
Firefighter	12.05
Guard I	7.83
Guard II	11.13
Police Officer	18.34
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.65

Hatch Tender	14.65
Line Handler	14.65
Stevedore I	13.60
Stevedore II	15.58
Technical Occupations	
Air Traffic Control Specialist, Center	28.21
Air Traffic Control Specialist, Station	19.46
Air Traffic Control Specialist, Terminal	21.43
Archeological Technician I	14.12
Archeological Technician II	15.80
Archeological Technician III	18.72
Cartographic Technician	19.56
Civil Engineering Technician	17.83
Computer Based Training (CBT) Specialist/ Instructor	20.05
Drafter I	11.26
Drafter II	12.76
Drafter III	15.80
Drafter IV	18.56
Engineering Technician I	11.79
Engineering Technician II	15.06
Engineering Technician III	18.49
Engineering Technician IV	21.71
Engineering Technician V	26.51
Engineering Technician VI	32.13
Environmental Technician	17.40
Flight Simulator/Instructor (Pilot)	22.63
Graphic Artist	19.08
Instructor	18.95
Laboratory Technician	14.66
Mathematical Technician	19.56
Paralegal/Legal Assistant I	14.34
Paralegal/Legal Assistant II	17.99
Paralegal/Legal Assistant III	22.00
Paralegal/Legal Assistant IV	26.63
Photooptics Technician	19.56
Technical Writer	20.50
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs	14.66
Weather Observer, Senior	16.28
Weather Observer, Upper Air	14.66
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.00
Parking and Lot Attendant	7.52
Shuttle Bus Driver	10.02
Taxi Driver	8.03
Truckdriver, Heavy Truck	17.42
Truckdriver, Light Truck	11.02
Truckdriver, Medium Truck	15.71
Truckdriver, Tractor-Trailer	17.42

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer



contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments,

and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2544 REV (26) AREA: VA,NORFOLK

WAGE DETERMINATION NO: 94-2544 REV (26) AREA: VA,NORFOLK  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2544
Director	Wage Determinations	Revision No.: 26
		Date Of Last Revision: 07/29/2003

States: North Carolina, Virginia  
Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans  
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.38
01012 - Accounting Clerk II	10.58
01013 - Accounting Clerk III	13.17
01014 - Accounting Clerk IV	14.28
01030 - Court Reporter	12.94
01050 - Dispatcher, Motor Vehicle	12.63
01060 - Document Preparation Clerk	10.68
01070 - Messenger (Courier)	8.68
01090 - Duplicating Machine Operator	9.93
01110 - Film/Tape Librarian	10.56
01115 - General Clerk I	7.94
01116 - General Clerk II	9.77
01117 - General Clerk III	12.15
01118 - General Clerk IV	13.59
01120 - Housing Referral Assistant	16.42
01131 - Key Entry Operator I	9.13
01132 - Key Entry Operator II	11.49
01191 - Order Clerk I	11.13
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	12.18
01262 - Personnel Assistant (Employment) II	14.07
01263 - Personnel Assistant (Employment) III	14.87
01264 - Personnel Assistant (Employment) IV	17.03
01270 - Production Control Clerk	17.78
01290 - Rental Clerk	12.49
01300 - Scheduler, Maintenance	13.00
01311 - Secretary I	13.00
01312 - Secretary II	15.14
01313 - Secretary III	17.27
01314 - Secretary IV	20.25
01315 - Secretary V	21.26
01320 - Service Order Dispatcher	12.63
01341 - Stenographer I	10.51

01342 - Stenographer II	12.90
01400 - Supply Technician	19.04
01420 - Survey Worker (Interviewer)	12.02
01460 - Switchboard Operator-Receptionist	9.59
01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	9.92
01532 - Travel Clerk II	10.59
01533 - Travel Clerk III	11.30
01611 - Word Processor I	11.58
01612 - Word Processor II	13.96
01613 - Word Processor III	14.61
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.41
03041 - Computer Operator I	11.53
03042 - Computer Operator II	13.32
03043 - Computer Operator III	16.50
03044 - Computer Operator IV	19.12
03045 - Computer Operator V	20.32
03071 - Computer Programmer I (1)	19.24
03072 - Computer Programmer II (1)	21.77
03073 - Computer Programmer III (1)	25.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.89
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.20
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.92
07010 - Baker	9.05
07041 - Cook I	8.43
07042 - Cook II	9.32
07070 - Dishwasher	7.42
07130 - Meat Cutter	11.54
07250 - Waiter/Waitress	7.56
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	13.34
09070 - Furniture Refinisher	16.03
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56

09130 - Upholsterer	16.03
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.43
11060 - Elevator Operator	8.36
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.41
11122 - House Keeping Aid II	9.50
11150 - Janitor	8.96
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.41
11270 - Pest Controller	10.57
11300 - Refuse Collector	10.02
11330 - Tractor Operator	9.71
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12020 - Dental Assistant	11.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	10.98
12072 - Licensed Practical Nurse II	12.32
12073 - Licensed Practical Nurse III	13.78
12100 - Medical Assistant	10.39
12130 - Medical Laboratory Technician	12.14
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.67
12222 - Nursing Assistant II	8.63
12223 - Nursing Assistant III	9.42
12224 - Nursing Assistant IV	10.56
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	11.71
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42
12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.23
13011 - Exhibits Specialist I	15.81
13012 - Exhibits Specialist II	19.21
13013 - Exhibits Specialist III	21.33
13041 - Illustrator I	17.63
13042 - Illustrator II	21.42
13043 - Illustrator III	23.78
13047 - Librarian	21.20
13050 - Library Technician	12.60
13071 - Photographer I	11.73
13072 - Photographer II	15.55
13073 - Photographer III	18.89
13074 - Photographer IV	20.98
13075 - Photographer V	25.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.95
15030 - Counter Attendant	6.95
15040 - Dry Cleaner	8.75
15070 - Finisher, Flatwork, Machine	6.95
15090 - Presser, Hand	6.95

15100 - Presser, Machine, Drycleaning	6.95
15130 - Presser, Machine, Shirts	6.95
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95
15190 - Sewing Machine Operator	9.35
15220 - Tailor	9.91
15250 - Washer, Machine	7.51
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.33
19040 - Tool and Die Maker	20.31
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	17.78
21030 - Material Expediter	17.78
21040 - Material Handling Laborer	9.75
21050 - Order Filler	9.89
21071 - Forklift Operator	13.56
21080 - Production Line Worker (Food Processing)	13.08
21100 - Shipping/Receiving Clerk	11.02
21130 - Shipping Packer	12.10
21140 - Store Worker I	9.87
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.41
21210 - Tools and Parts Attendant	14.93
21400 - Warehouse Specialist	14.36
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.53
23040 - Aircraft Mechanic Helper	15.13
23050 - Aircraft Quality Control Inspector	21.44
23060 - Aircraft Servicer	16.87
23070 - Aircraft Worker	17.74
23100 - Appliance Mechanic	17.63
23120 - Bicycle Repairer	13.37
23125 - Cable Splicer	20.32
23130 - Carpenter, Maintenance	16.03
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	18.96
23181 - Electronics Technician, Maintenance I	16.46
23182 - Electronics Technician, Maintenance II	16.84
23183 - Electronics Technician, Maintenance III	18.04
23260 - Fabric Worker	14.56
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.84
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	16.79
23460 - Instrument Mechanic	16.79
23470 - Laborer	10.02
23500 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	20.58
23700 - Office Appliance Repairer	16.03
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	17.37

23800 - Plumber, Maintenance	16.58
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.31
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.16
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	16.79
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.15
24580 - Child Care Center Clerk	11.06
24600 - Chore Aid	6.58
24630 - Homemaker	10.63
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.76
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.76
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.81
27000 - Protective Service Occupations	
(not set) - Police Officer	17.47
27004 - Alarm Monitor	11.95
27006 - Corrections Officer	13.55
27010 - Court Security Officer	14.51
27040 - Detention Officer	13.55
27070 - Firefighter	13.99
27101 - Guard I	8.94
27102 - Guard II	10.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.07
28020 - Hatch Tender	15.07
28030 - Line Handler	15.07
28040 - Stevedore I	15.44
28050 - Stevedore II	16.96
29000 - Technical Occupations	
21150 - Graphic Artist	18.24
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	13.01
29024 - Archeological Technician II	14.63
29025 - Archeological Technician III	18.07
29030 - Cartographic Technician	19.12
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.38
29040 - Civil Engineering Technician	18.89
29061 - Drafter I	11.46
29062 - Drafter II	12.90
29063 - Drafter III	16.21
29064 - Drafter IV	19.70
29081 - Engineering Technician I	15.58
29082 - Engineering Technician II	16.67
29083 - Engineering Technician III	20.54

29084	- Engineering Technician IV	24.87
29085	- Engineering Technician V	29.05
29086	- Engineering Technician VI	35.89
29090	- Environmental Technician	16.43
29100	- Flight Simulator/Instructor (Pilot)	27.62
29160	- Instructor	19.90
29210	- Laboratory Technician	14.86
29240	- Mathematical Technician	19.70
29361	- Paralegal/Legal Assistant I	12.85
29362	- Paralegal/Legal Assistant II	15.60
29363	- Paralegal/Legal Assistant III	19.09
29364	- Paralegal/Legal Assistant IV	23.09
29390	- Photooptics Technician	19.70
29480	- Technical Writer	20.56
29491	- Unexploded Ordnance (UXO) Technician I	18.49
29492	- Unexploded Ordnance (UXO) Technician II	22.37
29493	- Unexploded Ordnance (UXO) Technician III	26.81
29494	- Unexploded (UXO) Safety Escort	18.49
29495	- Unexploded (UXO) Sweep Personnel	18.49
29620	- Weather Observer, Senior (3)	18.44
29621	- Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622	- Weather Observer, Upper Air (3)	17.04
31000	- Transportation/ Mobile Equipment Operation Occupations	
31030	- Bus Driver	10.39
31260	- Parking and Lot Attendant	7.51
31290	- Shuttle Bus Driver	10.10
31300	- Taxi Driver	10.29
31361	- Truckdriver, Light Truck	10.10
31362	- Truckdriver, Medium Truck	11.06
31363	- Truckdriver, Heavy Truck	14.64
31364	- Truckdriver, Tractor-Trailer	14.64
99000	- Miscellaneous Occupations	
99020	- Animal Caretaker	7.99
99030	- Cashier	7.67
99041	- Carnival Equipment Operator	10.00
99042	- Carnival Equipment Repairer	10.49
99043	- Carnival Worker	7.12
99050	- Desk Clerk	8.10
99095	- Embalmer	17.93
99300	- Lifeguard	8.88
99310	- Mortician	21.33
99350	- Park Attendant (Aide)	11.14
99400	- Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22
99500	- Recreation Specialist	13.50
99510	- Recycling Worker	12.27
99610	- Sales Clerk	8.88
99620	- School Crossing Guard (Crosswalk Attendant)	9.62
99630	- Sport Official	7.72
99658	- Survey Party Chief (Chief of Party)	13.67
99659	- Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.43
99660	- Surveying Aide	8.54
99690	- Swimming Pool Operator	10.63
99720	- Vending Machine Attendant	10.43
99730	- Vending Machine Repairer	12.22
99740	- Vending Machine Repairer Helper	10.43

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:



HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2112 REV (18) AREA: FL,FT. LAUDERDALE

WAGE DETERMINATION NO: 94-2112 REV (18) AREA: FL,FT. LAUDERDALE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210  
  
Wage Determination No.: 1994-2112  
Revision No.: 18  
Date Of Last Revision: 08/01/2003  
  
State: Florida  
Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.49
01012 - Accounting Clerk II	12.43
01013 - Accounting Clerk III	15.42
01014 - Accounting Clerk IV	18.37
01030 - Court Reporter	14.30
01050 - Dispatcher, Motor Vehicle	15.60
01060 - Document Preparation Clerk	11.88
01070 - Messenger (Courier)	10.79
01090 - Duplicating Machine Operator	11.75
01110 - Film/Tape Librarian	12.46
01115 - General Clerk I	8.83
01116 - General Clerk II	9.96
01117 - General Clerk III	11.11
01118 - General Clerk IV	12.37
01120 - Housing Referral Assistant	17.40
01131 - Key Entry Operator I	10.48
01132 - Key Entry Operator II	12.78
01191 - Order Clerk I	11.34
01192 - Order Clerk II	12.68
01261 - Personnel Assistant (Employment) I	11.38
01262 - Personnel Assistant (Employment) II	14.13
01263 - Personnel Assistant (Employment) III	16.09
01264 - Personnel Assistant (Employment) IV	17.81
01270 - Production Control Clerk	15.27
01290 - Rental Clerk	13.98
01300 - Scheduler, Maintenance	13.98
01311 - Secretary I	13.98
01312 - Secretary II	15.12
01313 - Secretary III	17.40
01314 - Secretary IV	20.30
01315 - Secretary V	23.77
01320 - Service Order Dispatcher	12.68
01341 - Stenographer I	11.59
01342 - Stenographer II	12.41
01400 - Supply Technician	20.30
01420 - Survey Worker (Interviewer)	12.41

01460 - Switchboard Operator-Receptionist	10.53
01510 - Test Examiner	15.12
01520 - Test Proctor	15.12
01531 - Travel Clerk I	11.77
01532 - Travel Clerk II	12.78
01533 - Travel Clerk III	13.70
01611 - Word Processor I	12.08
01612 - Word Processor II	14.49
01613 - Word Processor III	15.15
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.00
03041 - Computer Operator I	13.00
03042 - Computer Operator II	14.01
03043 - Computer Operator III	18.21
03044 - Computer Operator IV	19.76
03045 - Computer Operator V	21.80
03071 - Computer Programmer I (1)	19.07
03072 - Computer Programmer II (1)	23.61
03073 - Computer Programmer III (1)	27.19
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.43
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.42
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.37
05010 - Automotive Glass Installer	15.04
05040 - Automotive Worker	15.04
05070 - Electrician, Automotive	16.12
05100 - Mobile Equipment Servicer	12.92
05130 - Motor Equipment Metal Mechanic	17.16
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	11.86
05250 - Motor Vehicle Upholstery Worker	13.99
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	16.12
05340 - Radiator Repair Specialist	15.04
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.16
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.75
07010 - Baker	12.22
07041 - Cook I	10.87
07042 - Cook II	12.66
07070 - Dishwasher	8.03
07130 - Meat Cutter	12.32
07250 - Waiter/Waitress	7.92
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09070 - Furniture Refinisher	14.98
09100 - Furniture Refinisher Helper	11.02
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	14.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.17

11060 - Elevator Operator	8.11
11090 - Gardener	13.90
11121 - House Keeping Aid I	7.66
11122 - House Keeping Aid II	8.20
11150 - Janitor	8.11
11210 - Laborer, Grounds Maintenance	10.97
11240 - Maid or Houseman	7.66
11270 - Pest Controller	12.47
11300 - Refuse Collector	10.60
11330 - Tractor Operator	13.34
11360 - Window Cleaner	9.18
12000 - Health Occupations	
12020 - Dental Assistant	13.01
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.91
12071 - Licensed Practical Nurse I	12.20
12072 - Licensed Practical Nurse II	13.66
12073 - Licensed Practical Nurse III	15.29
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	12.60
12160 - Medical Record Clerk	12.08
12190 - Medical Record Technician	13.21
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.32
12250 - Pharmacy Technician	11.88
12280 - Phlebotomist	12.30
12311 - Registered Nurse I	22.34
12312 - Registered Nurse II	25.04
12313 - Registered Nurse II, Specialist	25.04
12314 - Registered Nurse III	30.29
12315 - Registered Nurse III, Anesthetist	30.29
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.89
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	20.64
13013 - Exhibits Specialist III	24.96
13041 - Illustrator I	18.87
13042 - Illustrator II	20.95
13043 - Illustrator III	22.70
13047 - Librarian	20.23
13050 - Library Technician	14.47
13071 - Photographer I	12.62
13072 - Photographer II	16.61
13073 - Photographer III	18.44
13074 - Photographer IV	22.68
13075 - Photographer V	27.43
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.69
15030 - Counter Attendant	8.69
15040 - Dry Cleaner	9.18
15070 - Finisher, Flatwork, Machine	8.69
15090 - Presser, Hand	8.69
15100 - Presser, Machine, Drycleaning	8.69
15130 - Presser, Machine, Shirts	8.69
15160 - Presser, Machine, Wearing Apparel, Laundry	8.69

15190 - Sewing Machine Operator	9.97
15220 - Tailor	10.69
15250 - Washer, Machine	9.38
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.98
19040 - Tool and Die Maker	19.23
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	12.01
21020 - Material Coordinator	14.42
21030 - Material Expediter	14.42
21040 - Material Handling Laborer	9.55
21050 - Order Filler	10.35
21071 - Forklift Operator	12.31
21080 - Production Line Worker (Food Processing)	10.51
21100 - Shipping/Receiving Clerk	11.93
21130 - Shipping Packer	11.56
21140 - Store Worker I	7.48
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.26
21210 - Tools and Parts Attendant	10.62
21400 - Warehouse Specialist	10.62
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.35
23040 - Aircraft Mechanic Helper	12.92
23050 - Aircraft Quality Control Inspector	19.85
23060 - Aircraft Servicer	15.24
23070 - Aircraft Worker	16.39
23100 - Appliance Mechanic	16.01
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	18.02
23130 - Carpenter, Maintenance	15.11
23140 - Carpet Layer	14.32
23160 - Electrician, Maintenance	16.56
23181 - Electronics Technician, Maintenance I	18.78
23182 - Electronics Technician, Maintenance II	26.58
23183 - Electronics Technician, Maintenance III	29.81
23260 - Fabric Worker	13.00
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	12.01
23340 - Fuel Distribution System Mechanic	15.95
23370 - General Maintenance Worker	13.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.95
23430 - Heavy Equipment Mechanic	15.95
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23470 - Laborer	9.60
23500 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	20.08
23550 - Machinist, Maintenance	16.23
23580 - Maintenance Trades Helper	12.64
23640 - Millwright	20.17
23700 - Office Appliance Repairer	16.01
23740 - Painter, Aircraft	15.66
23760 - Painter, Maintenance	14.98
23790 - Pipefitter, Maintenance	16.47
23800 - Plumber, Maintenance	15.79
23820 - Pneudraulic Systems Mechanic	15.95
23850 - Rigger	17.27

23870 - Scale Mechanic	13.98
23890 - Sheet-Metal Worker, Maintenance	15.95
23910 - Small Engine Mechanic	15.38
23930 - Telecommunication Mechanic I	15.95
23931 - Telecommunication Mechanic II	19.48
23950 - Telephone Lineman	15.95
23960 - Welder, Combination, Maintenance	15.95
23965 - Well Driller	15.95
23970 - Woodcraft Worker	15.95
23980 - Woodworker	12.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.59
24600 - Chore Aid	8.36
24630 - Homemaker	16.84
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.95
25040 - Sewage Plant Operator	16.40
25070 - Stationary Engineer	18.34
25190 - Ventilation Equipment Tender	11.02
25210 - Water Treatment Plant Operator	17.92
27000 - Protective Service Occupations	
(not set) - Police Officer	23.59
27004 - Alarm Monitor	13.88
27006 - Corrections Officer	17.74
27010 - Court Security Officer	19.94
27040 - Detention Officer	19.94
27070 - Firefighter	19.92
27101 - Guard I	8.71
27102 - Guard II	13.29
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.34
28020 - Hatch Tender	13.44
28030 - Line Handler	13.44
28040 - Stevedore I	14.50
28050 - Stevedore II	17.99
29000 - Technical Occupations	
21150 - Graphic Artist	21.55
29010 - Air Traffic Control Specialist, Center (2)	30.11
29011 - Air Traffic Control Specialist, Station (2)	20.77
29012 - Air Traffic Control Specialist, Terminal (2)	22.87
29023 - Archeological Technician I	13.25
29024 - Archeological Technician II	14.90
29025 - Archeological Technician III	18.40
29030 - Cartographic Technician	21.80
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.43
29040 - Civil Engineering Technician	18.05
29061 - Drafter I	11.86
29062 - Drafter II	16.73
29063 - Drafter III	19.14
29064 - Drafter IV	21.25
29081 - Engineering Technician I	14.95
29082 - Engineering Technician II	17.78
29083 - Engineering Technician III	19.73
29084 - Engineering Technician IV	23.25
29085 - Engineering Technician V	28.44
29086 - Engineering Technician VI	31.08



29090 - Environmental Technician	17.25
29100 - Flight Simulator/Instructor (Pilot)	28.63
29160 - Instructor	22.83
29210 - Laboratory Technician	16.51
29240 - Mathematical Technician	20.89
29361 - Paralegal/Legal Assistant I	16.66
29362 - Paralegal/Legal Assistant II	21.07
29363 - Paralegal/Legal Assistant III	25.76
29364 - Paralegal/Legal Assistant IV	31.15
29390 - Photooptics Technician	21.15
29480 - Technical Writer	23.03
29491 - Unexploded Ordnance (UXO) Technician I	19.14
29492 - Unexploded Ordnance (UXO) Technician II	23.16
29493 - Unexploded Ordnance (UXO) Technician III	27.75
29494 - Unexploded (UXO) Safety Escort	19.14
29495 - Unexploded (UXO) Sweep Personnel	19.14
29620 - Weather Observer, Senior (3)	20.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.49
29622 - Weather Observer, Upper Air (3)	18.49
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.74
31260 - Parking and Lot Attendant	7.75
31290 - Shuttle Bus Driver	11.49
31300 - Taxi Driver	9.64
31361 - Truckdriver, Light Truck	12.03
31362 - Truckdriver, Medium Truck	13.69
31363 - Truckdriver, Heavy Truck	15.61
31364 - Truckdriver, Tractor-Trailer	15.61
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.38
99030 - Cashier	7.80
99041 - Carnival Equipment Operator	11.28
99042 - Carnival Equipment Repairer	12.30
99043 - Carnival Worker	7.84
99050 - Desk Clerk	9.01
99095 - Embalmer	17.81
99300 - Lifeguard	10.06
99310 - Mortician	21.49
99350 - Park Attendant (Aide)	12.63
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
99500 - Recreation Specialist	12.73
99510 - Recycling Worker	14.64
99610 - Sales Clerk	10.28
99620 - School Crossing Guard (Crosswalk Attendant)	8.10
99630 - Sport Official	10.23
99658 - Survey Party Chief (Chief of Party)	14.74
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.40
99660 - Surveying Aide	8.49
99690 - Swimming Pool Operator	13.44
99720 - Vending Machine Attendant	10.59
99730 - Vending Machine Repairer	13.44
99740 - Vending Machine Repairer Helper	10.59

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.  
Information required by the Regulations must be submitted on SF 1444 or bond paper.  
When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2118 REV (20) AREA: FL,MELBOURNE

WAGE DETERMINATION NO: 94-2118 REV (20) AREA: FL,MELBOURNE		U.S. DEPARTMENT OF LABOR	
REGISTER OF WAGE DETERMINATIONS UNDER		WASHINGTON D.C. 20210	
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL***			
		Wage Determination No.: 1994-2118	
William W.Gross	Division of	Revision No.: 20	
Director	Wage Determinations	Date Of Last Revision: 09/23/2003	

State: Florida  
Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.36
01013 - Accounting Clerk III	14.60
01014 - Accounting Clerk IV	18.43
01030 - Court Reporter	13.06
01050 - Dispatcher, Motor Vehicle	13.04
01060 - Document Preparation Clerk	10.79
01070 - Messenger (Courier)	9.15
01090 - Duplicating Machine Operator	10.79
01110 - Film/Tape Librarian	11.91
01115 - General Clerk I	9.96
01116 - General Clerk II	11.21
01117 - General Clerk III	12.04
01118 - General Clerk IV	12.33
01120 - Housing Referral Assistant	14.77
01131 - Key Entry Operator I	9.36
01132 - Key Entry Operator II	11.08
01191 - Order Clerk I	9.03
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	10.43
01262 - Personnel Assistant (Employment) II	11.81
01263 - Personnel Assistant (Employment) III	13.06
01264 - Personnel Assistant (Employment) IV	16.02
01270 - Production Control Clerk	15.83
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	12.43
01311 - Secretary I	12.43
01312 - Secretary II	13.67
01313 - Secretary III	14.77
01314 - Secretary IV	16.80
01315 - Secretary V	18.50
01320 - Service Order Dispatcher	11.85
01341 - Stenographer I	11.07
01342 - Stenographer II	11.87
01400 - Supply Technician	16.80
01420 - Survey Worker (Interviewer)	13.06
01460 - Switchboard Operator-Receptionist	9.05

01510 - Test Examiner	13.67
01520 - Test Proctor	13.67
01531 - Travel Clerk I	9.55
01532 - Travel Clerk II	10.34
01533 - Travel Clerk III	10.66
01611 - Word Processor I	10.40
01612 - Word Processor II	11.66
01613 - Word Processor III	13.04
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.28
03041 - Computer Operator I	13.03
03042 - Computer Operator II	14.18
03043 - Computer Operator III	15.89
03044 - Computer Operator IV	17.45
03045 - Computer Operator V	19.46
03071 - Computer Programmer I (1)	17.77
03072 - Computer Programmer II (1)	23.42
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.97
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.42
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.49
05010 - Automotive Glass Installer	15.00
05040 - Automotive Worker	15.00
05070 - Electrician, Automotive	15.86
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	15.00
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.48
05280 - Motor Vehicle Wrecker	15.00
05310 - Painter, Automotive	15.76
05340 - Radiator Repair Specialist	15.00
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.05
07010 - Baker	11.11
07041 - Cook I	10.11
07042 - Cook II	11.11
07070 - Dishwasher	7.82
07130 - Meat Cutter	11.73
07250 - Waiter/Waitress	8.47
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.76
09040 - Furniture Handler	12.39
09070 - Furniture Refinisher	15.76
09100 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.28
11060 - Elevator Operator	8.99

11090 - Gardener	10.67
11121 - House Keeping Aid I	7.82
11122 - House Keeping Aid II	9.74
11150 - Janitor	8.99
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	7.29
11270 - Pest Controller	12.25
11300 - Refuse Collector	8.99
11330 - Tractor Operator	10.42
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12020 - Dental Assistant	12.17
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.90
12071 - Licensed Practical Nurse I	11.56
12072 - Licensed Practical Nurse II	12.98
12073 - Licensed Practical Nurse III	14.53
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	12.98
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	8.45
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	10.36
12224 - Nursing Assistant IV	11.64
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	16.91
12312 - Registered Nurse II	20.68
12313 - Registered Nurse II, Specialist	20.68
12314 - Registered Nurse III	25.04
12315 - Registered Nurse III, Anesthetist	25.04
12316 - Registered Nurse IV	30.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.38
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Technician	12.44
13071 - Photographer I	12.81
13072 - Photographer II	15.50
13073 - Photographer III	18.45
13074 - Photographer IV	20.18
13075 - Photographer V	22.30
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.58
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18
15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.14

15220 - Tailor	9.70
15250 - Washer, Machine	7.45
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.76
19040 - Tool and Die Maker	18.73
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.48
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	8.35
21050 - Order Filler	11.67
21071 - Forklift Operator	11.20
21080 - Production Line Worker (Food Processing)	12.68
21100 - Shipping/Receiving Clerk	11.03
21130 - Shipping Packer	11.03
21140 - Store Worker I	9.73
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.66
21400 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.23
23040 - Aircraft Mechanic Helper	13.51
23050 - Aircraft Quality Control Inspector	18.83
23060 - Aircraft Servicer	15.14
23070 - Aircraft Worker	15.90
23100 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	16.49
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	16.75
23181 - Electronics Technician, Maintenance I	18.04
23182 - Electronics Technician, Maintenance II	22.66
23183 - Electronics Technician, Maintenance III	25.45
23260 - Fabric Worker	14.28
23290 - Fire Alarm System Mechanic	16.49
23310 - Fire Extinguisher Repairer	13.54
23340 - Fuel Distribution System Mechanic	16.49
23370 - General Maintenance Worker	16.50
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.49
23430 - Heavy Equipment Mechanic	16.49
23440 - Heavy Equipment Operator	16.49
23460 - Instrument Mechanic	16.49
23470 - Laborer	11.04
23500 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	18.14
23550 - Machinist, Maintenance	17.68
23580 - Maintenance Trades Helper	12.74
23640 - Millwright	18.37
23700 - Office Appliance Repairer	15.76
23740 - Painter, Aircraft	15.97
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.49
23800 - Plumber, Maintenance	15.76
23820 - Pneudraulic Systems Mechanic	16.49
23850 - Rigger	16.49
23870 - Scale Mechanic	15.00



23890 - Sheet-Metal Worker, Maintenance	16.49
23910 - Small Engine Mechanic	15.00
23930 - Telecommunication Mechanic I	18.14
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	16.49
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	16.49
23970 - Woodcraft Worker	16.49
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	10.48
24600 - Chore Aid	8.70
24630 - Homemaker	12.83
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.49
25040 - Sewage Plant Operator	15.76
25070 - Stationary Engineer	16.49
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
(not set) - Police Officer	16.08
27004 - Alarm Monitor	13.13
27006 - Corrections Officer	13.81
27010 - Court Security Officer	13.97
27040 - Detention Officer	13.81
27070 - Firefighter	14.13
27101 - Guard I	8.06
27102 - Guard II	14.23
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.68
28020 - Hatch Tender	14.97
28030 - Line Handler	14.97
28040 - Stevedore I	16.17
28050 - Stevedore II	17.91
29000 - Technical Occupations	
21150 - Graphic Artist	20.23
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	12.68
29024 - Archeological Technician II	14.41
29025 - Archeological Technician III	17.61
29030 - Cartographic Technician	18.87
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.97
29040 - Civil Engineering Technician	17.04
29061 - Drafter I	10.19
29062 - Drafter II	13.10
29063 - Drafter III	15.85
29064 - Drafter IV	18.87
29081 - Engineering Technician I	9.37
29082 - Engineering Technician II	12.45
29083 - Engineering Technician III	15.07
29084 - Engineering Technician IV	17.94
29085 - Engineering Technician V	19.62
29086 - Engineering Technician VI	21.69
29090 - Environmental Technician	17.45

29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.12
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	18.52
29361 - Paralegal/Legal Assistant I	12.28
29362 - Paralegal/Legal Assistant II	16.61
29363 - Paralegal/Legal Assistant III	20.31
29364 - Paralegal/Legal Assistant IV	24.59
29390 - Photooptics Technician	17.15
29480 - Technical Writer	21.58
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	16.45
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.27
29622 - Weather Observer, Upper Air (3)	18.27
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.56
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31300 - Taxi Driver	10.94
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.16
31363 - Truckdriver, Heavy Truck	14.89
31364 - Truckdriver, Tractor-Trailer	14.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.00
99030 - Cashier	7.88
99041 - Carnival Equipment Operator	11.35
99042 - Carnival Equipment Repairer	11.62
99043 - Carnival Worker	7.82
99050 - Desk Clerk	7.52
99095 - Embalmer	18.49
99300 - Lifeguard	9.72
99310 - Mortician	20.54
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
99500 - Recreation Specialist	14.12
99510 - Recycling Worker	12.18
99610 - Sales Clerk	9.29
99620 - School Crossing Guard (Crosswalk Attendant)	8.68
99630 - Sport Official	9.06
99658 - Survey Party Chief (Chief of Party)	14.41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.10
99660 - Surveying Aide	9.55
99690 - Swimming Pool Operator	12.22
99720 - Vending Machine Attendant	12.03
99730 - Vending Machine Repairer	14.05
99740 - Vending Machine Repairer Helper	12.03

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.  
Information required by the Regulations must be submitted on SF 1444 or bond paper.  
When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1977-1136  
Revision No.: 25  
Date of Last Revision: 03/15/2002

**NATIONWIDE:** This wage determination applies to the continental U.S. , Alaska, and Hawaii.

**NEW ENGLAND AREA:** From the border of New Brunswick, Canada down to longitude that is parallel to the border between Massachusetts and Rhode Island so as to include Nantucket Island and Martha's Vineyard.

**NEW YORK AREA:** From the above down to the line between Monmouth and Ocean Counties, New Jersey.

**SOUTHEAST AREA:** From the above to the Southern tip of Florida.

**GULF OF MEXICO AREA:** All land areas adjacent to the Gulf of Mexico, except Gulf of Mexico area in Texas and Louisiana.

**SOUTHERN CALIFORNIA AND HAWAII AREA:** From the border of Mexico to a line starting from the border between San Luis Obispo and Monterey Counties, California parallel to the latitudinal lines, including Hawaii.

**NORTHERN CALIFORNIA AREA:** From the above longitudinal parallel line extending out from the border of Oregon and California.

**OREGON AREA:** From the above longitudinal parallel line extending out from the border of Washington and Oregon.

**WASHINGTON AREA:** From the above to a longitudinal parallel line extending out from the border of Canada and Washington.

**ALASKA AREA:** Alaska Coastline.

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

Employed on contract for diving services.

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
99080	Diver :	
	Gulf of Mexico Area - Diver/Helper	18.51
	Gulf of Mexico Area -Journeyman Diver	24.84
	New England Area - 60 feet or less	35.81
	* Oregon Area - Diver	61.45
	Southern California Area - Diver-Diving (wet pay) (\$486.08 per day)	60.76
	Southern California Area - Stand-by-Diver (\$243.04 per day)	30.38
	Washington Area - Diver	67.96
	Washington Area - Stand-by Diver	33.98
	Northern California Area; plus \$90.00 per day/shift wet pay	342.16 Daily
	Southeast Area	27.22
	Alaska Area - Stand By Diver	29.40
	Alaska Area - Diver	58.80
	Northern California Area - Stand By Diver	252.16
	* Oregon Area - Stand By Diver	30.73
	New York Area	41.17

99090	Diver Tender :	
	Alaska Area - Assistant Tender	25.24
	Alaska Area - Tender	28.40
	New England Area	25.58
	New York Area	30.39
	Northern California Area - Assistant Tender	233.20 Daily
	Northern California Area - Tender	252.16 Daily
	Oregon Area	27.03
	Southeast Area	24.22
	* Southern California Area - Day Rate - 235.04 - Tender	29.38
	Washington Area	30.29
	* Southern California - Assistant Tender	27.88

Divers and Tenders shall be paid a minimum of 8 hours for any part of a shift (consisting of 8 hours).

Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

##### NEW ENGLAND AREA Fringe Benefits:

Divers and tenders shall be paid a minimum of 8 hours for any part of a shift (consisting of 8 hours)

DEPTH PAY: Over 60 ft. - 100 ft. - \$.55/ft./per dive.  
 Over 101 ft. - 150 ft. - \$1.05/ft./per dive  
 Over 151 ft. - 200 ft. - \$1.60/ft./per dive  
 Over 200 ft. - Diver/negotiated

PENETRATION PAY: 1 ft. - 150 ft. - \$.55/ft per dive  
 151 ft. and over - \$.80/ft per dive  
 Special situation - subject to negotiation per dfive

HEALTH AND WELFARE: \$2.72 per hour

PENSION: \$4.25 per hour

ANNUITY: \$6.27 per hour

APPRENTICESHIP: \$.40

##### NEW YORK AREA Fringe Benefits:

AIR DIVES: 060-74 FT. \$.25/ft./day from and over 60 ft.  
 75-125 FT. \$.78/ft./day from and over 75 ft.

MIXED GAS DIVES: 75-125 FT. \$.78/ft./day from and over 75 ft.

AIR & MIXED GAS DIVES: Over 125 ft. - diver negotiated

HEALTH AND WELFARE: \$8.80 per hour

VACATION: \$4.40 per hour

PENSION: \$5.41 per hour

ANNUITY: \$4.70 per hour

APPRENTICESHIP: \$.29 per hour

SUPPLEMENTAL: \$.04 per hour

**SOUTHEAST AREA Fringe Benefits:**

Hull cleaning and underwater shiphusbandry service may be compensated at an hourly rate of \$26.50 - 212.00/8 hours.

A diver, when using his/her own equipment, shall receive \$50.00/day.

DEPTH PAY: 050 - 100 ft. - \$.2.00/ft. extra per day.  
Over - 100 ft. - Diver negotiated

HEALTH AND WELFARE: \$2.40 per hour.

PENSION: \$2.90 per hour.

APPRENTICESHIP: \$.30 per hour.  
ANNUITY - 1.05

**GULF OF MEXICO AREA (except areas in Texas and Louisiana) Fringe benefits:**

HAZARD PAY: \$35.00 per eight hours shift for divers where work involves entry into any area where vertical ascent is not possible (tunnels, wrecks, etc.), live boating (diving from a moving vessel) or blasting.

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
100 - 150 ft. - \$2.00/ft.  
151 - 200 ft. - \$3.00/ft.  
201 - 250 ft. - \$4.00/ft.  
251 - 350 ft. - \$6.00/ft.  
351 - 400 ft. - \$7.00/ft.  
401 - 500 ft. - \$8.00/ft.  
500 ft. and over - Diver negotiated but not less than \$8.00/ft.

HEALTH AND WELFARE: \$2.26 per hour.

APPRENTICE TRAINING: \$0.16 per hour.

PENSION: \$1.32 per hour.

**SOUTHERN CALIFORNIA AND HAWAII AREA Fringe Benefits:**

The listed wage rates are for depths up to and including 50 feet.

DEPTH PAY: 050 - 100 ft. - \$1.50/ft./day  
101 - 150 ft. - \$2.00/ft./day  
151 - 200 ft. - \$2.50/ft./day  
221 - Deeper \$3.00

TUNNEL OR PIPE PAY ( based on distance traveled from the entrance):  
150 - 200 ft. - an additional \$10.00/day  
201 - 250 ft. - an additional \$10.00/day  
251-300 ft. - an additional \$10.00/day  
Each succeeding 50 ft., or part thereof, an additional \$20.00. These premiums are per day, midnight to midnight.

Where diver is unable to stand erect in tunnel or pipe:  
005 - 50 ft. - \$3.00/day



051 - 100 ft. - an additional \$3.00/day  
101 - 150 ft. - an additional \$3.00/day  
151 - 200 ft. - an additional \$6.00  
In excess of 200 ft. an additional \$1.00 per ft.

HEALTH AND WELFARE: \$2.30 per hour.

VACATION: \$2.02 per hour.

PENSION: \$1.01 per hour.

APPRENTICE TRAINING: \$.30 per hour.

**NORTHERN CALIFORNIA AREA Fringe benefits:**

DEPTH PAY: 050 - 100 ft. - \$1.32/ft.  
100 - 150 ft. - \$66.00 plus \$1.85/ft.  
150 - 200 ft. - \$158.00 plus 2.65/ft.  
Over 200 ft. - Diver negotiated

TUNNEL OR PIPE PAY: (based on distance traveled from the entrance):  
005 - 50 ft. - \$2.68/day  
050 - 100 ft. - \$5.37/day  
100 - 150 ft. - \$10.73/day  
Each succeeding 50 ft. - an additional \$5.30/day

Where diver is unable to stand erect in tunnel or pipe:

005 - 50 ft. - \$2.98/day  
050 - 100 ft. - \$5.96/day  
100 - 150 ft. - \$13.29/day  
150 - 200 ft. - \$40.55/day  
200 - 300 ft. - an additional \$.60/ft.  
300 - 450 ft. - an additional \$1.19/ft.  
450 - 600 ft. - an additional \$2.08/ft.

TENDER DEPTH PAY:  
Over 50 ft. - \$.15/ft.  
100 - 150 ft. - \$7.50 plus \$.18/ft.  
150 - 200 ft. - \$16.50 plus \$.20/ft.  
Over 200 ft. - Tender negotiated

MIXED GAS MANIFOLD TECHNICIAN/DECOMPRESSION CHAMBER HOUR ABOVE TENDER RATE	OPERATOR	\$2.00 PER
---	----------	------------

HEALTH AND WELFARE: \$3.905 per hour.

VACATION: \$3.11 per hour.

PENSION: \$2.60 per hour.

APPRENTICE TRAINING: \$.33 per hour

ANNUITY: \$4.00 per hour.

When the diver uses and furnishes his/her own gear, he/she shall receive  
\$30.00/day, plus \$20.00/day for use of his/her own compressor; plus  
\$15.00/day for use of his/her own torch.

**OREGON AREA Fringe benefits:**

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
101 - 150 ft. - \$1.50/ft.  
151 - 200 ft. - \$2.00/ft.

Over 200 ft. - Diver negotiated

TUNNEL PAY (tunnel, pipe, or other enclosure in which there is no vertical escape based on distance traveled from the entrance):

005 - 50 ft. - \$4.00/day  
050 - 100 ft. - \$5.00/day  
100 - 150 ft. - \$8.00/day  
150 - 200 ft. - \$20.00/day  
200 - 300 ft. - \$.40/ft.  
300 - 450 ft. - \$.80/ft.  
450 - 600 ft. - \$1.60/ft.  
Over 600 ft. - Diver negotiated

HEALTH AND WELFARE: \$3.78 per hour.

PENSION: \$4.01 per hour.

APPRENTICE TRAINING: \$.50 per hour.

DRUG TEST: \$.10 per hour.

WASHINGTON AREA Fringe benefits:

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
100 - 175 ft. - \$2.25/ft.  
175 - 250 ft. - \$5.50/ft.  
Over 250 ft. - Diver negotiated

TUNNEL OR PIPE PAY (based on distance traveled from the entrance)

001 - 050 ft. - \$2.00/day  
050 - 100 ft. - \$4.00/day  
100 - 150 ft. - \$8.00/day  
150 - 200 ft. - \$32.00/day  
200 - 300 ft. - An additional \$.40/ft.  
300 - 450 ft. - An additional \$.80/ft.  
450 - 600 ft. - An additional \$1.60/ft.

HEALTH AND WELFARE: \$3.39 per hour.

PENSION: \$3.87 an hour.

APPRENTICE TRAINING: \$.35 per hour.

ALASKA AREA Fringe benefits:

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
101 - 200 ft. - \$2.00/ft.  
Over 200 Divers negotiated

HELIUM - OXYGEN SURFACE DIVING DEPTH PAY:

200 - 250 ft. - \$3.00/ft.  
251 - 300 ft. - \$4.00/ft.

TUNNEL OR PIPE PAY (based on distance traveled from the entrance):

005 - 050 ft. - \$1.00/day  
050 - 100 ft. - \$2.00/day  
100 - 150 ft. - \$3.00/day  
Over 150 ft. - Diver negotiated

HEALTH AND WELFARE: \$3.50 per hour.

PENSION: \$7.40 per hour.

APPRENTICE TRAINING: \$.70 per hour.

**\* UNIFORM ALLOWANCE \***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.